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Fourth periodic reports of States parties

Germany[*]

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[*] For the initial report submitted by the Government of the Federal Republic of Germany, see CEDAW/C/5/Add.59 and Add.59/Corr.1; for its consideration by the Committee, see CEDAW/C/SR.152, CEDAW/C/SR.157 and *Official Records of the General Assembly, Forty-fifth Session, Supplement No.38* (A/45/38), paras. 51–92. For the second and third periodic reports submitted by the Government of the Federal Republic of Germany, see CEDAW/C/DEU/2-3.

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Federal Ministry for Family Affairs, Senior Citizens, Women and Youth

Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women

May 1998

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Introduction

In 1985, the Federal Republic of Germany ratified the Convention on the Elimination of All Forms of Discrimination against Women of 18 December 1979. The ratification act came into effect on 26 April 1985. The Convention was consented to with the proviso that Article 7, Subparagraph b of the Convention would not be applicable insofar as it is contradictory to Article 12a, Paragraph 4, Second Sentence of the Basic Law of the Federal Republic of Germany (women "may on no account render service involving the use of arms"). With this restriction, the provisions of the Convention are directly valid law in Germany.

In March 1988, the Federal Republic of Germany submitted its First Report on the Implementation of the Convention, pursuant to Article 18 of the Convention (U.N. Doc. CEDAW/5/Add. 59). In January 1990, the Federal Republic of Germany submitted an update and supplement to this report in preparation for its examination by the 9th session of the Committee for the Elimination of Discrimination against Women (CEDAW/C/5/Add.59/Amend. 1).

The Federal Republic of Germany submitted its Second ahd Third Report pursuant to Article 18 of the Convention (U.N. Doc. CEDAW/C/DEU/2-3) in autumn 1996. In this context, it took advantage of the possibility permitted by the CEDAW Committee of combining two reports, in order to cover a longer period of time. This allowed special consideration to be given to the changes resulting from the unification of Germany. This report is based on the First Report and describes the further development of equal rights in Germany since 1990 with a view to the individual Articles of the Convention.

The Federal Republic of Germany herewith submits its Fourth National Report pursuant to Article 18 of the Convention. It is an updated version of the Second and Third Report. The structure and presentation of the Second and Third Report has largely been retained and repetitions have been dispensed with. As all the reports are based on each other, they should be consulted together with the present report in order to obtain a better understanding of the developments as a whole.

As a supplement, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women (1995) are also enclosed, providing information on the key national fields as regards the implementation of the 4th World Conference on Women.

Part I: Women's Living Conditions in the Federal Republic of Germany

1. Population

At the end of 1996, some 82.1 million people lived in the Federal Republic of Germany on an area of roughly 357,000 km². This is 0.8 million more than the figure for 1993 quoted in the last CEDAW National Report. This total includes roughly 7.3 million foreigners, 0.4 million more than in 1993. **Women account for the majority of the population**, with a total of 42.1 million (51.3%) as opposed to 40.0 million men (48.7%). The number of women has risen by 0.3 million compared with the last report, this being equivalent to a change of -0.1% in the proportion of women in relation to the total population count.

Roughly one in three inhabitants lives in one of the 84 major cities with a population of more than 100,000. 34.6 million people, i.e. roughly 42% of the total population, live in communities with less than 20,000 inhabitants, including 6.4 million (1993: 7.3 million) in villages with less than 2,000 inhabitants. Compared to other European countries, the population density is high: referred to the entire territory of the Federal Republic of Germany, it amounts to 230 inhabitants per km² and has thus remained approximately constant (for comparison, Greece: 79, France: 106, Great Britain and Northern Ireland: 242, Netherlands: 375). However, the population distribution is extremely uneven: a density of 1,136 people per km² is reached in some conurbation areas, such as the Ruhr District, while other regions are relatively sparsely populated.

In recent years, the age structure of the population has shifted more and more in favour of older people. The Federal Republic of Germany has had one of the lowest birth rates in the world for many years now: only 9.7 live births per 1,000 inhabitants were registered in 1996 (1995: 9.4). **Women have a markedly higher life expectancy than men**: new-born females have a life expectancy of 79.7 years, while it is only 73.3 for new-born males. There are almost twice as many women as men in the age group over 65 years (cf. Table 1.1).

Slightly less than half the female population (45.1%) is married (cf. Table 1.2). On average, single women marry at the age of 27.6 years, single men at the age of 30.0 - both figures being 0.8 years later than in the previous report. In this context, the age of marrying in the new Federal Länder is lower than in the old Federal Länder.

427,297 marriages were entered into in the whole of Germany in 1996 (1993: 442,605), while there were 175,550 divorces (1993: 156,425).

The average age of mothers giving birth to their (legitimate, first-born) child has further increased, rising in 1996 to 28.4 years (1988: 26.7 years) in the old Federal Länder and 27.3 years (1988: 22.6 years) in the new Federal Länder.

1996 showed the first increase in the number of births (1995: 681,374, 1996: 702,688) in the old Federal Länder.

The number of births in the new Länder and East Berlin has been gradually increasing since 1995 (1996: 93,325); the number of births had dropped from 178,476 to 78,698 between 1990 and 1994.

7.6 million married couples and 1.8 million single parents had children under the age of 18 in April 1997 (1993: 7.9 million married couples and 1.6 million single parents, including 1.4 million single mothers). There is only one child in more than half of all families with children. However, roughly 80% of the 6 to 9-year-old children have siblings in the household. Families with three and more children are rare (cf. Table 1.3).

2. Legal and political framework conditions

The legal and political framework conditions described in the last National CEDAW Report continue to be applicable.

The Second Equal Rights Act of 1994 is an essential first step towards more effective enforcement of the constitutional precept of equal rights.

It is now important to consistently exploit the possibilities created by the Second Equal Rights Act for promoting women. So far, it can be noted that the proportion of women in the Federal administration has generally continued to rise (cf. Table 2.0). Moreover, the Federal Government was successful in advocating that the principles of the constitutional precept of equal rights be taken into consideration in the Amsterdam Treaty of 2.10.1997.

The **33rd Act Amending Penal Law** came into effect on 5 July 1997. Under this Act, **rape and sexual coercion within marital relationships are** now **subject to the same penal provisions as corresponding extramarital encroachments**. Acts of this kind were also punishable under the previous law, but a perpetrator married to the victim could only be convicted according to the provisions on bodily harm (Arts. 223 ff. German Penal Code), coercion (Art 240 German Penal Code) or - depending on the circumstances - insult (Arts. 185 ff. German Penal Code), the ranges of punishment for which are below those of the penal law on sex offences. The protection against sexual encroachments afforded to women by the penal laws has also been improved in other ways: the means of coercion "violence" and "threatening with present danger to life or limb" have been supplemented by a new act constituting an offence, namely "exploitation of a situation in which the victim is defenceless and at the mercy of the perpetrator"; moreover, forced sexual intercourse is now rated as equivalent to similar sexual acts which particularly degrade the victim, particularly if they are associated with penetration of the body. However, the central aspect of the 33rd Act Amending Penal Law is the aforementioned inclusion of the marital sphere, particularly in the revised and now uniform statutory definition of the offence in Art. 177 German Penal Code (rape; sexual coercion), which makes it clear beyond doubt that, from the point of view of penal law, a woman's right of sexual self-determination does not lapse at the time of her marriage.

3. Economic and social framework conditions

3.1. Changing economic structures

In terms of **total economic output, the Federal Republic of Germany takes third place among the industrial nations**, after the USA and Japan. Its real gross domestic product grew by roughly 183% between 1960 and 1997 (old Federal Länder only). The growth between 1991 and 1997 was 9.4% (Federal Republic of Germany).

While roughly 47% of all gainfully employed persons in the old Federal Länder were still employed in the manufacturing industry and the building industry in 1970, the proportion was 35% in 1997. The proportion of people working in agriculture fell from 8.5% in 1970 to less than 2.6% in 1997. A decline from 1.9% (1970) to 1.4% (1997) has likewise been recorded in the energy and water supply industries (including mining). Increasing proportions have been recorded by the tertiary sector (commerce and transport, services, state and private households) with roughly 43% (1970) as opposed to a good 63% (1997). In Germany, the proportion of the total number of gainfully employed persons accounted for by the manufacturing industry and the building industry fell from roughly 39.3% to just under 34% in the period 1991 to 1997, the figure for the agricultural sector declining from 3.3% to 2.6%. In contrast, the tertiary sector recorded an increase in its share from 57.5% to 63.4% in the same period (source: Federal Statistical Office, figures as at 31.12.1997).

The **growing share of the tertiary sector in the overall economy** had direct consequences as regards female employment. The proportion of women among the total number of persons in gainful employment in Germany in 1996 was 53% in the tertiary sector and just under 23% in the manufacturing industry and the building industry. The increase in the proportion of women among the total gainfully employed population in Western Germany from 35.9% in 1970 to 41.6% in 1996 is thus also attributable to the shift in the sectoral structure towards the tertiary sector. The proportion of women in the new Federal Länder in 1996 was roughly 43.5%.

3.2. Education and training

Girls and women have profited considerably from the developments in education policy and the opening of the education channels since the 1980s: they have seized the opportunity to demonstrate their willingness and ability to learn.

They **today account for the majority of the pupils in all education channels leading to the "Abitur" school-leaving certificate** (cf. Table 4.1.). Upon leaving the schools providing general education, they have higher school-leaving qualifications than their male counterparts on average and also achieve better grades. For example, the proportion of girls in 1996 was 51% at intermediate schools, 54.3% in years 5 to 10 and 54.7% in years 11 to 13 at grammar schools, but only 44% at secondary general schools. The number of new female students and female students at institutions of higher education has also risen substantially. Since the 1995/96 winter semester, more women than men have been starting a course of study at a German university (cf. Tables 4.2.1 and 4.2.2). The **subjects chosen by female and male students have also become more similar** in recent years (cf. Tables 4.5.1 - 4.5.4).

The proportion of young women among the trainees in the Dual System (i.e. training in a company and at a vocational school) **has been stagnating for some time** in the old Federal Länder, amounting to 40.3% in 1996. The proportion of young women is even lower in the new Federal Länder (37.9%) (cf. Table 4.6.1). There are no signs of a reversal of this trend. This is an expression of the particular difficulties encountered by young women in the search for a training place. Of the total of 1,623,725 trainees in 1997, 648,379 (39.93%) were female.

In contrast, **young women are in the majority in the field of vocational training in schools (full-time vocational schools)** (1996: 53.2%).

However, the **training place market** again continued to be characterised by **a marked division between men and women** in 1996. After completing their schooling, most girls and boys choose occupations requiring formal training in which their own sex has a clear majority.
At the end of 1996, 65.6% of the women undergoing vocational training in the Dual System in the old Federal Länder were in occupations which are primarily practised by women or where women are dominant (more than 60% or 80% women, respectively). The figure in the new Federal Länder was 63.7%.

Although the majority of young women still take up an occupation with a high proportion of women, young men concentrate even more on occupations with a high proportion of male trainees on the whole. In the new Federal Länder, 18.6% of all female trainees are in male-dominated occupations. At 8.8%, the figure in the old Federal Länder is considerably lower. The annually submitted Report on Vocational Education by the Federal Government pays special attention to this development (cf. the overview in Tables 4.3.1. to 4.3.4.).

Although, in recent years, more women have already begun to decide on vocational training which was previously atypical for women, there is still a need for **measures to expand the range of occupations** and the associated improvement of the vocational opportunities of women. In order to combine and strengthen the activities in this sector on an interdisciplinary level, the Federal Ministry for Education, Science, Research and Technology has launched the **initiative "Women provide new impulses in technology"** in cooperation with the Federal Institute for Employment and Deutsche Telekom AG. Its purpose is to develop new education and training concepts and to present data and initiatives. The initiative creates an umbrella, a network and a forum for all activities aimed at expanding the range of occupations for women in the information society. Female role-models from various sectors are presented, including women in technically oriented occupations with a promising future, in order to give young women guidance. In the context of the initiative, a poster and an accompanying brochure about important female natural scientists in Germany were also produced for schools, with the aim of increasing the familiarity of female role-models. Furthermore, a database was set up on the Internet, discussions on topical issues were arranged with female experts, and the subject was presented to a wide audience at exhibitions and congresses.

Also included are targeted information measures to eliminate prejudices in the social environment, the strengthening of the willingness of companies to provide training and recruit staff in order to support women and, above all, the further development of vocational training programmes in order to more extensively integrate the interests and skills of women and the creation of new occupations requiring formal training. The objective of a project entitled "Network for new job descriptions for women in Europe", which is running as part of the LEONARDO da VINCI programme of the EU (January 1997 to December 1999), is the transnational networking of projects which implement innovative basic and continuing training measures for women in the new occupational fields and in newly emerging fields of work. A variety of new abilities and occupational skills are needed on the European labour market. This process can offer women new opportunities, if new, innovative approaches in basic and continuing vocational training are supported. Consequently, qualification projects which train women in new occupational fields

are to be given the opportunity of engaging in an international exchange of experience. The basis for this is the network of qualification projects for women in the Federal Republic of Germany which has already been set up by the Federal Institute for Vocational Education.
The **Bund/Länder Commission for Educational Planning and Research Promotion (BLK)** is currently preparing a **report on women's choice of vocational training and study courses**, which is to be presented to the heads of government in 1998. The development of female participation in vocational training is made transparent and analysed in a separate chapter in the framework of the annual Report on Vocational Education.

3.3. Women in institutions of higher education and research

More and more young women today are deciding to study. Thus, for the first time, more young women than young men started a university course in the winter semester 1995/1996 (52.2%). However, referred to the total number of young people qualified to enter higher education, the participation of women is still roughly ten percent lower than among men with comparable qualifications. The proportion of female students starting courses at institutions of higher education (universities, colleges of art and Fachhochschulen) was 47.6% in 1996. Women complete higher education courses just as successfully as male students. It can thus be expected that the participation in study courses and the sitting of final examinations will continue to increase in the coming years until they match the numbers of new students now reached. In order to establish equal rights for women and men, one of the important goals is also to increase the participation of women in the subjects primarily chosen by men and again to motivate and support women in choosing previously atypical training and career goals (see Table 4.2.3.). It is important in this context that there should be modern, future-oriented study courses which can offer women attractive career prospects.

In 1996, the proportion of women among the students leaving institutions of higher education after passing their diploma or equivalent final examinations in the whole of Germany amounted to 37.0%. The proportion of women entering the scientific field is still far too low. For example, they accounted for only 31.8% of the doctoral candidates in 1996, while the figures for habilitations in 1996 was even lower at 12.9%. Nonetheless, recent years have shown signs of a slight increase in the proportion of women in both sectors.

The number of women who qualify for a career in the sciences has risen substantially in recent years; the reports and recommendations of the Bund/Länder Commission for Educational Planning and Research Promotion (BLK), and also the Second Universities Special Programme for the Promotion of Young Talent in Science (HSP II) launched by the Federal Government and the Länder in the early 1990s with special emphasis on the promotion of women in science, are beginning to show first effects in this context. This is also indicated by the rise in female participation in doctoral studies, where the proportion of women has doubled since the 1970s. Backed by the activities of the Second and Third Universities Special Programmes (HSP II and HSP III), there is a trend towards an increase in the proportion of women among the habilitation candidates in the old Federal Länder (from 9.9% in 1990 to 13.8% in 1995). In the field of full-time scientific staff at institutions of higher education, the proportion of women in 1995 amounted to 19.2% - the proportion of women among the C-professorships in 1996 was 8.5%

compared to 1990 - this being an increase of almost 3%. The proportion of women among the C4 professorships in 1996 was 5.1% (cf. also the overview on Table 4.4.1. and Chart 4.4.2.). **The Third Universities Special Programme** (HSP III) was passed in September 1996. It applies to the old and new Federal Länder from 1996 to the end of 2000 and replaces the previous HSP II and the HEP (Programme for the Renewal of Higher Education and Research in the New Länder).

The programme has a volume of DM 3.6 billion, with the Federal Government bearing over 50% of the costs. It is also intended to make a contribution towards substantially increasing the proportion of women among the scientific staff of institutions of higher education and research establishments, particularly among the habilitation candidates and professors. Roughly 40% of the funds for personal measures (DM 720 million) are earmarked for women. The HSP III also provides DM 200 million for measures aimed at improving the reconcilability of scientific qualification and child-raising duties, as well as for the habilitation of women. The implementation of the HSP III integrates conclusions and recommendations formulated in the **Bund/Länder Commission Report on the "Promotion of Women in the Scientific Sector"**, which was adopted in December 1996 and updated by way of a supplementary report as early as July 1997 at the request of the heads of government.

This report contains extensive measures, conclusions and recommendations for significantly increasing the participation of women in every sector of the scientific qualification process and the scientific staff. These developments are necessary at the universities and the non-university research establishments. The progress achieved to date is only slight and must continue to be given lasting support. The report also contains demands relating to strengthening the amount of research done by women. The development of this sector in the Länder is also substantially promoted by funds from the HSP.

A number of activities giving additional emphasis to the implementation of this report were already carried out in the course of 1996. For the first time ever, the **Federal Research Report 1996** contained a chapter on "Women in research", which underlines the importance of the work in this field and described the measures initiated to date to increase the participation of women in the future development of science and research.

Moreover, the amendment of the Framework Act for Higher Education (HRG) contains a milestone as regards the equal rights of women in science:

- A separate paragraph on "Equal rights of women and men" was created,

- Commissioners for women's affairs and for equal rights are explicitly mentioned,
- The progress achieved in fulfilling the equal rights mandate is to be taken into account when assessing the institutions of higher education and allocating state funds,
- It is the duty of institutions of higher education to consider the concerns of students with children,
- "Relaxation" of habilitation as a career prerequisite,
- Women in bodies,
- Flexibilisation of the regulations to improve the reconcilability of studying/scientific work and child-raising.

3.4 Working life

While the structural differences between the new and old Federal Länder persist, the situation of women in the employment system is gradually becoming more similar. After a period of transformation in Eastern Germany which lasted more than seven years, the process of economic restructuring has now made good progress. The resultant modernisation boost has radically altered the employment landscape, in particular. Women are especially affected by this development. The loss of one job in three, and the noticeable increase in unemployment, particularly among women, illustrate the difficult starting conditions which faced - and still face - employment policy in the united Germany. **The massive application of programmes based on labour market and social policy has successfully cushioned the impact of the structural upheaval on women** and increased their opportunities of find their was back into working life.

In the old Federal Länder, women have been on the winning side of the employment market since 1970. The employment slumps during the recessions (1974/74 and 1981/83) were far less pronounced among women than among men. Since the low point in employment in 1983, two-thirds of the growth in employment up to the peak in 1992 - equivalent to 2.0 million jobs - benefited women. The general decline in employment levels since that time has affected women to a lesser degree than men. According to the 1997 microcensus, there were 12.3 million women in gainful employment. The proportion of women among the gainfully employed population rose from 40.3% in 1991 to 42.1% in 1997. The main reasons for this were the positive development of the service sector and the increase in the amount of part-time work, which is far more popular among women. The employment ratio of women in Western Germany has risen constantly, currently exceeding 60% (1997: 60.3%).

The first data on the development of gainful employment in the **new Federal Länder** and East Berlin only became available in 1991. Since then, **the gainful employment of women has dropped** from about 3.6 million to about 3 million persons in 1997 (-0.6 million or -17%). The proportion of women among the gainfully employed fell from 46.5% in 1991 to 44.8% in 1997. The female employment ratio dropped from approx. 81% in 1989 to 73.6% in 1997, but is still well above the employment ratio in the old Federal Länder.

Even during the phase of generally **declining employment** in the early 1990s, **there was still growth in part-time employment**, contrary to the **overall trend**. The number of persons in part-time dependent employment in Western Germany was approx. 5 million in 1997, some 1.1 million higher than in 1990. Roughly 88% of them are women.

The proportion of part-time workers in relation to **all** gainfully employed women was more than one-third (35%). As regards **part-time work**, the **differences between the old and new Federal Länder are considerable**: The part-time ratio (= proportion of women in part-time work in relation to the total number of women in employment subject to social insurance) in Western Germany was 28.3%, while it was far lower in Eastern Germany with a figure of 20.7%. The differences between East and West must mainly be considered against the backdrop of the different general economic situation in the two parts of Germany.

In 1996, 72% of the men in the West preferred to work full-time. Slightly more than a quarter of the men interviewed would prefer a part-time job, even if this meant that they would then earn correspondingly less. In contrast, 64% of the women preferred part-time employment, while only 34% preferred a full-time job. In the East, only few men (16%) would rather work part-time, while the great majority (83%) would like a full-time job. In Eastern Germany, far more women than men would prefer to take on a part-time job (40%), although the majority of women in Eastern Germany would prefer to work full-time (59%) (source: ipos 1996).

Between 1992 and 1997, the proportion of women among the unemployed fell from 55.4% to 46.8%. However, the developments in the old and new Federal Länder continue to differ: the female and male unemployment rates in the West are close together – the women's rate has even been below the men's rate since 1995 (1997: women 10.7%, men 11.2%).

The women's unemployment rate in the new Federal Länder has been consistently high and above that of the men for many years. In 1997, their unemployment rate was 22.5%, as opposed to 16.6% for men, although the relatively stronger increase in male unemployment in 1997 has closed the gap to some extent.

Just after unification, the reason for the disproportionately high level of female unemployment was mainly the fact that women were more often employed in business sectors exposed to great pressure to rationalise, such as the textile and clothing industry, the food, alcohol and tobacco products sector, agriculture, the chemical industry and light industry. The importance of these factors is now steadily declining. **Today, now that the employment cutbacks have largely come to a halt, the new recruits in the ranks of the unemployed are more or less evenly divided between men and women.** The central factors today are the difficulties facing women when it comes to actually having a chance in the competition for a new job. Thus, women are particularly affected by long-term unemployment. They accounted for 68.4% of all long-term unemployed persons in 1997 (female share of the unemployed in general: 55.9%).

The Federal Government is facing up to the challenge inherent in this task. The measures of the **Labour Promotion Act** (AFG) (now Book III of the Social Security Code - SGB III) are particularly geared to overcoming the gender-sensitive training place and labour market and to contributing towards the occupational integration of women. Massive application of the tools of labour market policy has already substantially improved the position of women in the competition for vacancies in the employment system, particularly in the new Federal Länder: The proportion of women in programmes for continuing vocational training and retraining (FuU) and in job creation schemes (ABM) is stably higher than the proportion of women among the unemployed. Since 1 January 1998, a separate regulation on the promotion of women has been anchored in **Book III of the Social Security Code** (SGB III), **which supersedes the Labour Promotion Act**, thus placing additional emphasis on this objective. Women are to continue to be promoted in accordance with their proportion of the unemployed. This commission to act given to the labour administration is accompanied by other measures, particularly including the appointment of full-time commissioners for women's affairs at all levels of administration (i.e. also in all employment offices) and the improved monitoring of the realisation of the vocational advancement of women by way of the integration balance to be drawn up annually by every employment office. Furthermore, family needs are in future to be taken into account when implementing specific measures. Women and men returning to their occupations receive special promotion: for instance, it is very important for women returning to working life after a period spent with the families that there is no longer any general time limit in connection with the promotion of continuing vocational education. The improved involvement of women when electing the organs of self-administration is also significant: in the context of the Second Equal Rights Act, the Federal Bodies Law applies unconditionally to nominations and appointments. **The better social security of part-time employment afforded by the Labour Promotion Reform Act** (AFRG) also constitutes a step forward for women.

The social security threshold in length of working hours (18 hours per week) previously applicable in unemployment insurance is to be replaced by the general **social security threshold in terms of earnings**. As a result, part-time employees will have insurance protection if they work just fifteen hours per week or more, or if they earn more than DM 610.00 per month in the old Federal Länder or DM 520 per month in the new Federal Länder. As a consequence of this new regulation concerning the limits applicable to compulsory insurance, it is expected that roughly

600,000 additional jobs will be integrated into the unemployment insurance scheme. Moreover, the introduction of partial unemployment benefit expands the insurance cover of employees with several part-time jobs subject to compulsory insurance. This will benefit women, in particular.

In regional promotion, the equal participation of women is already being enabled and realised by means of preferential promotion of women in the context of the **Joint Task "Improvement of the Regional Economic Structure"** (GA): in this Bund/Länder programme, the promoted investment projects are intended to create or safeguard permanent jobs which lead to an improvement in the employment structure, particularly in the supply of permanent jobs for women. The Joint Task Reform of early 1995 improved the possibilities for promoting jobs for women: the Länder can now always grant the maximum promotion rates when it is a question of creating or safeguarding jobs for women.

The Ordinance Concerning the European Social Funds expressly mentions the promotion of equal opportunities on the labour market as an objective; the employment opportunities for women are improved by the targeted promotion of the European Social Fund and specifically by the Community initiative NOW, with the support of the Federal Government and, above all, of the Länder. The participation of women in this tool of labour market policy is well above proportion in many Federal Länder.

New jobs benefiting women are primarily created in small and medium-sized businesses. In order to relieve small business of burdens possibly arising in the event of their employees becoming pregnant, the Federal Government introduced 100% reimbursement of the costs for small businesses by way of the statutory assessment system in the Maternity Protection Act, which came into effect on 1 January 1997.

Flexible working hours and wage structures, more part-time work and new occupational fields in the service sector are objectives and strategies which benefit women, in particular. The state and the collective bargaining parties today generally agree that part-time work subject to compulsory social insurance should receive more promotion in everyday business life. The responsibility for providing additional part-time jobs at a qualified level primarily lies with the two sides of industry or with the companies themselves. The Federal Government supports industry and commerce by means of a comprehensive public campaign, by improving the advisory services available to small and medium-sized companies, and by research projects to accompany everyday practice. The aim is, in particular, to encourage companies to expand the offers of part-time jobs, for men and women alike and at every level of qualification, i.e. also in specialised and executive positions.

The **increase of the special expenses limit** to DM 18,000.00 in the 1997 Annual Tax Law and the abolition of the strictly defined prerequisites, as well as the simplification of the registration and contribution payment procedure in the social insurance system achieved by the introduction of the **household cheque procedure** facilitates the creation of jobs subject to social insurance contributions in private households. The Federal Government is also counting on service agencies having a stimulating effect on the private household as a labour market. A number of pilot projects receiving financial support from the Federal Government are under way in this quarter.

Technological developments permit work to be structured in a manner which is flexible in terms of both place and time. Telework offers major employment potentials. With its **"Telework initiative"**, the Federal Government is giving a political signal to make exhaustive use of these possibilities for flexible work. In addition to new forms of work, possibilities are also opened up by a **broader range of occupations**, because the employment opportunities for women in the working world of the future will depend, among other things, on whether and to what extent women also see and find prospects for themselves in occupations which are not specific to women. This is why the Federal Government is engaging in various measures, pilot projects, the Bund/Länder programme "Girls and Women in Education" and the initiative "Women provide new impulses in technology" to expand women's range of occupations.

Women setting up in business promote economic innovation and create jobs. According to the 1997 microcensus, 920,000 women were self-employed. They thus account for roughly one-quarter of all self-employed persons in the West and about one-third of those in the East. Their proportion in relation to the total number of gainfully employed persons increased from 5% to 6% between 1991 and 1997. Compared to 1991, this is equivalent to an increase in the number of self-employed women by 23% or 180,000. Consequently, the promotion of the self-employment of women is one of the declared objectives of the Federal Government. Various measures and programmes aim to encourage women to set up their own business and to provide advisory services for women setting up in business and businesswomen.

The Upgrading Training Assistance Act ("Meister-BAFöG") newly introduced in 1996 is also important for women: it contains regulations concerning the participation of women with children in continuing education programmes even during child-raising leave, and is intended to assist the positive career development of women.

In particular, the realisation of the National Strategies for the Implementation of the Platform for Action of the Fourth World Conference on Women - one of the main focuses of which was the situation of women in industry and commerce and on the labour market - is intended to lead to the review and networking of existing programmes and strategies for improving the situation of women in working life and to the development of new ones. The "Initiative in demand - Women in demand" campaign, launched in 1997, spreads the national strategies and the implementation process in German society. A competition for ideas called on women and men to contribute their own projects and suggestions as to ways in which women can be given better opportunities in employment and in every sector of society.

As regards income and career opportunities, women in Germany too are still at a disadvantage as compared to men, even though women are better qualified - the main reasons for this are **prejudices against women's capacity to work, the continuing unequal distribution of tasks in the family and concrete difficulties in reconciling family and career**. A survey conducted by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth in 1996 reveals that only 17% of the interviewees in both Western and Eastern Germany assume that women receive the same pay as men for the same work in Germany, while 80% in the West and 75% in the East believe that this is not the case. 77% of the Western Germans and 79% of the Eastern Germans are of the opinion that it is easier for men to get a better-paid job than for women. In addition, when it comes to their choice of training and careers, women often still let themselves be guided by traditional female behavioural patterns. By choosing **occupations requiring formal training and courses of study typical for women**, they generally also decide in favour of poorer opportunities as regards income and promotion, usually also accepting a higher job risk. Numerous studies and projects conducted by the Federal Government primarily aim at analysing the obstacles to access and the special burdens faced by women in occupational fields and promotion levels hitherto dominated by men and at developing targeted approaches towards solutions. The practical implementation of the experience gained is supported by information campaigns, such as the "Women provide new impulses in technology" initiative.

In its efforts to improve the reconcilability of family and career, the Federal Government has already established major statutory prerequisites by way of child-raising allowance and child-raising leave, the statutory special leave for caring for sick children and the legal claim to a kindergarten place. Through public relations work and campaigns, such as the nationwide competition for "The pro-family company", numerous pilot projects and research projects, the Federal Government supports the increasing willingness of businesses to offer family-oriented working hours and framework conditions. The promotion of in-company child care is another key area in this context.

The principle of equal pay for equal work has also been anchored in German law for a long time. In the civil service sector, the Second Equal Rights Act has set new standards; in particular, the vocational advancement of women in the Federal administration has been put on a statutory basis as a result.

When it comes to the **vocational advancement of women in the private sector**, the Federal Government is continuing to rely on voluntary action. In collaboration with interested companies, the Federal Government has conducted various projects and developed guidelines intended to contribute to the systematic promotion of women. For example, the "Total E-Quality" mark, developed with the assistance of the Federal Ministry for Education, Science, Research and Technology and the EU, was awarded to 17 companies for the first time in January 1997; further distinctions are to be awarded in May 1998. This commendation honours and publicises the human resources and management strategies of companies which gear their actions to equal opportunities and give special consideration to the special needs of women at all levels. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is supporting the TOTAL E-QUALITY Deutschland e.V. association in the context of a limited-period project by financing the publication of three newsletters presenting exemplary company activities. (For details of the other action taken by the Federal Government, see II. 10.5 Article 11.)

4. Situation of women in agriculture

In Germany, as in other industrial nations, the number of persons employed in agriculture has been on the decline for a long time. While one in four gainfully employed persons in the old Federal Länder still worked in agriculture in 1950, the figure today is only 3 out of 100. The number of agricultural businesses with a farming area of 1 hectare or more dropped from 1.6 million to roughly 525,000 in the same period. Nevertheless, domestic agriculture still covers more than 80% of Germany's food requirements.

Roughly 90% of the agricultural businesses in Germany in 1995 were family businesses. The great majority of the farmers' wives run the family business together with their husbands. The scope and extent of women's duties in agriculture depend on the business and family circumstances. Women have some responsibility for managing the business in all types of business.

On the national average, roughly 9% of all businesses were managed by women in 1995. The proportion of agricultural businesses managed by women in the new Federal Länder was roughly 20%, with the figure for businesses of 50 hectares and more being roughly 11%.
In 1995, some 625,000 women or 65% of the female family members in agricultural businesses also worked in the business as well as in the home. These women perform 27% of the work to be done. Almost no agricultural business could survive without the help of its women.

As a result of the structural change in agriculture, the number of family members working in agriculture in the old Federal Länder dropped from 1.9 million to 1.3 million between 1985 and 1995. Of the previous 850,000 persons employed in agriculture in the new Federal Länder, only one in five was still working in agriculture in 1995. The staff cutbacks exclusively affected non-family employees. In contrast, the number of family workers has increased substantially - from a low starting level - owing to the revival and establishment of agricultural businesses. Since the mid-1990s, it has become increasingly clear that the future development of the economy and society in rural regions will be decisively dependent on the extent to which the people living there are able to develop their potentials. The rural women and their associations are setting a good example in this context. They are putting much creativity, energy and entrepreneurial spirit into opening up new fields of activity in the agricultural and non-agricultural sector and organising corresponding employment projects for women. These initiatives are welcomed and, in some cases, also financially promoted by the Federal Government.

For instance, the Federal Government conducted a **pilot project "Rural women help themselves" in Saxony-Anhalt** from 1993 to 1996, successfully supporting rural women in setting up their own agricultural businesses. In 1997, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth launched a pilot project in the new Federal Lander - initially with a preliminary phase - which is intended to lead non-agricultural job creation schemes and projects in rural areas to a state of economic independence and provide assistance for setting up in business ("Rural women shape structural developments in rural regions" - SELF). This pilot project is sponsored by the Deutscher Landfrauenverband (German Association of Rural Women).

In the old Federal Länder, it is often the women who, in the process of adapting the businesses to the changed framework conditions, seize the opportunities offered by combined incomes for improving the overall business income. They mainly have commitments in the service sector, in the field of domestic, social and caring services, in the direct marketing of agricultural products and in holidays on the farm.

Since autumn 1996, the Federal Government and the Land of Rhineland-Palatinate have been jointly supporting a **pilot project of the Deutscher Landfrauenverband entitled "Improving the income situation of women in agricultural businesses and rural regions through central marketing of regional products"**. In this context, agricultural, artisan and handicraft products from the Hunsrück/Eifel region are to be marketed in larger towns. The reform of the social security system in the agricultural sector was described in detail in the previous report.

5. Women in public life

At 54%, women constituted the majority of persons entitled to vote in 1996.
However, there are still only few areas of public life in which women are appropriately represented.

In politics, **women** are still **severely underrepresented**, although some progress has been made. The main reasons for this lie in the **traditional allocation of roles** between women and men and the **traditional living and working conditions**. Women with family duties find it more difficult to take up a political commitment than men. The experience which they acquire from work in the family or from voluntary social activities would be important for many public tasks, but is still inadequately rated and given insufficient consideration.

Appointment to management boards, supervisory boards, advisory boards and expert committees is usually based on a professional function, ignoring any qualifications gained outside working life. Numerous women with excellent qualifications fail to make the grade when it comes to appointments to leading positions.

The 1991 Federal Government report on the appointment of women to bodies, offices and functions within the sphere of influence of the Federal Government (**Bodies Report**) shows a total of only 7.2% women in more than 1,000 bodies and offices. The Second Bodies Report is currently being prepared and will be submitted to the German Bundestag in 1998.

The **Federal Bodies Law** (see last report, II. 6. Article 7, II. 10. Article 11) entered into force in 1994 This Act obliges the Federal Government and other parties involved in making appointments to bodies to ensure the equal participation of women and men in bodies within the sphere of influence of the Federal Government and contains explicit procedural regulations in this context.

Although barriers still exist, more and more women are beginning to take part in public life. One of the reasons for this is that the educational standard and vocational qualifications of women have improved substantially in the last 20 years. Women's groups and women's associations play an important role in articulating women's interests in public. Women are active not only in political parties, but also in social groups, organisations and citizens' action groups with widely differing objectives.

Programmes aimed at the equal participation of women in decision-making are one of the main objectives in the context of the National Strategies for the implementation of the results of the 4th World Conference on Women in Germany.

The proportion of women in parliaments has increased steadily in recent years.

672 members of parliament were elected to the 13th **German Bundestag** in 1994, including 177 women (see Table 2.7.). This is equivalent to a proportion of 26.3% as opposed to 20.4% after the Bundestag elections in 1990. 42 of these 177 female MPs belong to the CDU/CSU (13.95% of the parliamentary party), 85 to the SPD (32.9%), 8 to the F.D.P. (17%), 29 to Bündnis 90/Die Grünen (57%) and 13 to the PDS (43%).

For the second time in the history of the Federal Republic of Germany, a woman was elected **President of the Bundestag** on 25 November 1988 (following Annemarie Renger, who held the post from 1972 to 1976) and has held the second-highest state office since then: Prof. Dr. Rita Süssmuth, who was previously the Federal Minister for Youth, Family Affairs, Women and Health. Two of the four vice-presidents of the German Bundestag are women. For the first time ever, a woman, Prof. Dr. Jutta Limbach, has also presided over the highest German court, the Federal Constitutional Court, since 1994.

The proportion of women in the **Länder parliaments** varies between 15.5% and almost 40% (cf. Table 2.7.).

The proportion of women in the elected **representative bodies of towns and municipalities** has also risen constantly in recent years. Since the 1980s, the figure in the parliaments of municipalities with more than 10,000 inhabitants has risen from 10.8% to an average of 20% today. The larger the municipalities, the greater the number of female candidates who succeed in gaining a seat on the town or municipal council. The proportion of women is already between 40% and 50% in some major cities. The administrations of several big cities are nowadays headed by women.

In 1997, the cabinet of the **Federal Government** included six women: two ministers (for Family Affairs, Senior Citizens, Women and Youth, and for the Environment, Nature Conservation and Nuclear Safety) and four parliamentary state secretaries in a total of 16 ministries. Women also bear responsibility in areas which were previously the exclusive domain of men (e.g. Ministry of Finance).

A woman has been the **Defence Commissioner** of the German Bundestag for the first time since 1995.

The members of the **Länder Governments** include roughly 40 female ministers (with proportions varying between 54.5% in Hamburg and 9.5% in Saxony). Since 1993, a woman has been at the head of a Land government for the first time.

On the whole, the number of female members in the **political parties** has risen in recent years (see Table 2.4.).

In the past few years, there has been a positive trend in the proportion of women in the Federal Executive Committees of the parties. In all the parties, the proportion of women among the officials is higher than their proportion of the total number of members: in 1997, women accounted for 33.3% (1991: 18.2%) of the Federal Executive Committee of the CDU and 26.6% (1991: 17.6%) of the Presidium. In the same year, the SPD has 46.6% women in its Party Executive and 38.4% in the Presidium. 22.9% of the members of the Party Executive of the CSU were female. In the F.D.P., 30% of the officials in the Presidium in 1997 were women and 18.6% of the Party Executive. The Party Executive of BÜNDNIS 90/Die GRÜNEN consisted of 55.5% women, while the Party Executive of the PDS consisted of equal numbers of women and men (see Table 2.5.).

However, the situation is very different when it comes to the participation of women at the Länder and municipal levels, and also in other party bodies (see also I. 7.).

All the activities aimed at promoting women in political parties can only take effect if there is a concrete improvement in the opportunities for taking part in politics and parties. Work in the family must not be an obstacle to a political commitment. The forms of political organisations and events must be geared more to the living and working conditions of women.

The underrepresentation of women in politics and their often insufficient involvement in political decision-making processes indirectly also has a negative effect on the participation of women in other sectors. This situation can only be improved if efforts to bring about changes are made simultaneously on the part of both the political institutions and education policy. (For related measures of the Federal Government, see II. 6. Article 7).

In 1996, 31.4% of the members of the **trade unions** were women.

In the trade union sector, women are greatly underrepresented in responsible positions and executive bodies in relation to their proportion of the total number of members (cf. Table 2.6.). Only one trade union has a chairwoman. 16.6% of the members of the Federal Executive Committee of the German Trade Union Federation are women, while the average in the Regional Executive Committees of the Lander is 17.4%. The Land of Lower Saxony takes first place with 22.2% female members of the Executive Committee.

6. Institutions and authorities for promoting the equal rights of women and men

In the political administration sector, a breakthrough has been achieved in the last 17 years as regards the institutions dealing with the equal rights of men and women in the Federal Republic of Germany. The **Study Commission on "Women and Society"**, established by the **German Bundestag** in 1973, proposed in its final report in 1980 that a network of institutions be set up to enforce equal rights for women at the Federal, Länder and municipal levels. This demand, which was also raised by women's groups and women's organisations, has been extensively realised in the meantime (see the last CEDAW Report in this context). Developments since the early 1980s are documented in three reports on the **Development of Equal Opportunities Boards at the Federal, Länder and Municipals Levels**, which the Federal Government has submitted to the German Bundestag since June 1989, most recently in early 1996.

In an international comparison, Germany has a dense network of institutions for enforcing equal rights. At the Federal level, the political sphere of equal rights is the responsibility of the Federal Minister for Women's Affairs. Most of the Federal Länder also have separate Ministries for Women's Affairs or central agencies with the rank of a state secretary. Roughly 1,500 towns and municipalities have local equal opportunities boards or offices for women's affairs. They are all dedicated to the task of eliminating discrimination against women and guaranteeing women equal access to every sphere of life in our society.

Federal Ministry for Women's Affairs

A decisive step towards the institutional establishment of politics for women at the Federal level was taken in 1986, when the former Federal Ministry for Youth, Family Affairs and Health was expanded to cover the political field of "Women" or, to be more precise, equal rights for women and men. Following the reorganisation of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth with effect from 1 January 1998, the Directorate General on Equal Rights (formerly the Directorate General on Women's Affairs) will consist of five divisions with approximately 40 employees in Bonn and in the office in Berlin.

The funds for the work and measures of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth aimed at realising equal opportunities for women and men in society rose from DM 3.2 million in 1986 to DM 21 million in 1997. In addition, other ministries have their own funds for women-specific activities in their particular spheres of responsibility.

Since 1989, an advisory board has advised the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth on matters of equal rights policy. This **"Advisory Board for the En-**

forcement of Equal Rights for Women and Men in Society" at the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth consists of scientists and practicians of both sexes.

Commissioners for women's affairs in authorities and public institutions
Many **Federal and Länder authorities**, as well as **public** institutions nowadays have agencies which also, or even exclusively, deal with matters relating to equal rights for women in the sphere of work and responsibility of their institutions.

Following the entry into force of the **Act on the Advancement of Women** in September 1994 (see Second Equal Rights Act in the last CEDAW Report), almost all the major agencies of the Federal Government have appointed commissioners for women's affairs; most of them are elected. They monitor compliance with the regulations on the advancement of women, submit proposals concerning the improvement of the situation of women, are involved in general regulations particularly affecting women and provide women with advice and support on individual questions. Headed by the Commissioner for Women's Affairs of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, the commissioners for women's affairs of the supreme Federal authorities have joined up to form an **Interministerial Working Group** (IMA), in order to support their work in the respective ministries and improve its efficiency. For example, the IMA deals with the interpretation of the Second Equal Rights Act and is elaborating a practice-oriented guide for the subordinate authorities. With an eye to the impending move of part of the government to Berlin, the IMA is drawing up paper containing recommendations concerning the reconciliation of family and gainful employment, which are intended to guarantee child supervision in Berlin and Bonn.

In some Federal ministries, the function of the commissioner for women's affairs is coupled to the headship of the division which is simultaneously responsible for issued of relevance to women in the context of the respective ministerial tasks. In principle, however, the consideration of gender-sensitive aspects is an integral element of the work of all ministries. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is currently preparing a catalogue of criteria for increased consideration of gender-sensitive questions in the regular work and planning of the Federal Government. The guide is aimed at greater sensitisation towards equal rights issues in those fields of political administration which are not explicitly responsible for women's affairs. This is intended to emphasise the mainstream nature of equal rights policy. The development in the **authorities of the Länder** is similar to that at the Federal level. Many **institutions of higher education** have also appointed commissioners for women's affairs in the meantime.

The appointment of commissioners for women's affairs is also become more and more and matter of course in major companies and businesses.

Equal opportunities institutions in the Länder

All the Länder governments have equal opportunities institutions. However, they are integrated in the administration in different ways (see last CEDAW Report).

The Conference of Ministers and Senators of the Länder for Equal Opportunities and Women (GFMK) was constituted in 1991 in order to improve coordination. It meets annual with a different chairperson each time. The Federal Government is represented as a standing guest. The GFMK is an institution for mutual information and coordination, the discussion of legislative plans at the Federal and Länder levels, the elaboration of joint statements and resolutions, and agreement on higher-level activities.

Municipal equal opportunities agencies

The number of equal opportunities agencies at the local level is growing all the time. 16 years after the establishment of the first municipal equal opportunities board in Cologne in 1982, there are **roughly 1,500 municipal equal rights boards** in Germany. Of the 645 municipalities with a population of 20,000 or more which belong to administrative districts, 493 (76.44%) have an equal opportunities commissioner. Almost 90% of the rural districts have an equal opportunities commissioner, including all those in the new Federal Länder.

The widespread acceptance of equal opportunities commissioners is reflected in the fact that many other municipalities also decide in favour of establishing an agency of this kind, even though they are not legally obliged to do so on the basis of their size.

The **legal foundations for the establishment of municipal equal opportunities boards** and women's offices differ in the individual Federal Länder. In most of the Federal Länder, they are nowadays embedded in the respective local authority constitutions or municipal regulations. The effectiveness of their work depends on their competencies and the available personnel and funds. Important prerequisites for effective work include, among others, inter-divisional or interdepartmental powers of intervention, early involvement in personnel-related decisions and all administrative decisions connected with equal opportunities issues, as well as the right to independent public relations work in coordination with the top levels of the administration. Municipal equal opportunities agencies have the possibility of also providing concrete help in individual cases. At the same time, they can provide important stimuli for structural changes in the community and promote the advancement of women in the municipal authorities themselves. Equal opportunities agencies are, on the one hand, walk-in centres for municipal employees and members of the general public while, on the other hand, they also work towards structural changes in bodies, e.g. by means of plans for the advancement of women. In their cooperation with numerous social groups and in their public relations work, they draw attention to discrimination against women and point out concrete ways of bring about a change in relation to the equal rights of men and women. Frequent key fields of their public relations work are problems regarding the gainful employment of women, violence against women and girls, or options for female-oriented urban planning.

At the Länder and Federal levels, the municipal equal rights agencies have joined forces in **working groups**, in order to improve their possibilities for exerting political influence. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth maintains contacts with the municipal equal opportunities agencies and the working groups and promotes the exchange of experience. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is a regular guest at the annual conferences of the Federal Working Group of Municipal Equal Opportunities Agencies, where it faces the debate. **From the end of 1993 to the end of 1996, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth promoted the Network Office for Municipal Commissioners for Women's Affairs and Equal Opportunities.** The key fields of the work of this national network office included - also with a particular eye to the newly established agencies in the new Federal Länder - documentation and analysis, the information and advising of the municipal equal opportunities agencies, continuing education programmes for municipal commissioners for women's affairs, and communication and public relations work. Using its proposal competence, the Federal Government launched a new tool for networking equal opportunities policy in Germany. The network office proved to be an important institutions for stepping up the enforcement of women's interests in the sense of better equal rights and the advancement of women. It was not possible for the office to receive joint follow-up financing from the Länder and municipalities responsible for municipal equal opportunities work. Two Federal Länder are now jointly maintaining the network office for their municipal equal opportunities agencies, and the archives are accessible throughout the nation. Individual Federal Länder have set up their own network offices at the Länder level.

Commissioners for women's affairs and equal rights at institutions of higher education

Mostly in the context of amending laws brought in since 1989, the majority of the old Federal Länder have followed the recommendations of the Bund/Länder Commission on the appointment of commissioners for women's affairs pursuant to Art. 2 Para. 2 HRG and have included corresponding regulations on the appointment of commissioners for women's affairs in the higher education laws. All the higher education laws in the new Federal Länder include provisions concerning the appointment of a commissioner for women's affairs.

The extensive range of tasks of the commissioners for women's affairs/equal opportunities demands appropriate support and equipment in terms of personnel and material. However, many institutions of higher education cannot yet guarantee this equipment to the necessary extent. To increase the effectiveness of the commissioners at institutions of higher education and improve the basis for their work, the heads of the Federal Government and the Länder Governments made a number of recommendations in the context of the Bund/Länder Commission Report "Advancement of women in the science sector" (dated 18.12.1996).

7. Means of enforcing equal rights

The statutory regulations for the elimination of discrimination primarily include the **recognition of child-raising and nursing-care periods in the statutory pensions insurance scheme** and the granting of **child-raising benefit and child-raising leave to mothers and fathers**. Other regulations are listed in Part II and in the Appendix.

As a result of the responsibilities it has held since 1987, which were described in the last CEDAW Report, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has numerous instruments for turning the equal rights of women and men into social reality.

At the Länder and municipal level, the equal opportunities agencies also have a right of participation in matters relating to women's issues - albeit in different forms. At the Länder level, the organisational status and thus also the rights of the agencies have improved since 1990. With respect to the municipal equal opportunities agencies, there are differences between the individual Federal Länder as regards the statutory basis, the rights and the tasks, as these come under the responsibility of the Federal Länder and the municipalities.

The Second Equal Rights Act of the Federal Government, which came into effect in 1994, is another important instrument for promoting equal rights (see last CEDAW Report). This Act is valid even though, in its decision of 22.04.1997 in case C - 180/95, Draehmpaehl, the European Court of Justice referred to the amendment of the German Civil Code and the Labour Courts Act as partially not conforming to EU law.

Equal rights or equal opportunities acts also apply in most of the Federal Länder.

The political parties play a key role in increasing the **political participation** of women. The parties are specifically striving to acquire female members. On the whole, the proportion of women in the **political parties** has risen in recent years. In 1996/97, for instance, the proportion of women in relation to the total number of members was 28.5% in the SPD, 24.9% in the CDU, 16.7% in the CSU, 25% in the F.D.P., 37.4% in the Grüne and 45% in the PDS (see also Table 2.4.).

The Federal Executive Committees of the parties have displayed a positive trend as regards the proportion of women in recent years. Here, the proportion of women among the officials is above the proportion of the total number of members in each of the parties (see I. 5. for details).

In recent years, the parties have increased their efforts to promote equal rights for women in their own organisations. The **women's organisations of the parties** - die Women's Union of the CDU and CSU, the Working Group of Social Democratic Women (ASF) and the national association of "Liberal Women", which is affiliated to the F.D.P. - play an important role in this context. Topics of relevance to women have acquired increasing importance at conferences, congresses and party conferences and have found their way into the party programmes.
At the party conference of the **CDU** in Hanover in 1996, the statutes were amended to include the quorum for the participation of women, which prescribes one-third participation of women in all offices, seats and functions within the party.

At its Munich party conference in 1988, the **SPD** amended the party's organisational statutes and election regulations to the effect that each sex must hold at least 40% of all the party's offices and seats. Various stages were envisaged for the realisation of this regulation: following two steps, it has been binding for the election of delegates and executive committees since 1994; the quota regulation will become effective for list candidatures for European, Bundestag, Landtag and municipal elections in 1998 after three steps. The **F.D.P.** rejects fixed quotas as a means of promoting women in the party. According to a resolution adopted by the Federal Executive Committee in 1987, equal opportunities for women at all levels of the party organisation are to be achieved by way of a voluntary obligation. The F.D.P. is aiming for women to be represented in decision-making functions in accordance with their proportion of the total number of members.

According to the party statutes of **Bündnis 90/Die Grünen**, women must account for at least 50% of the members of all bodies and organs or the Federal Association of the party.
The party statutes of the **PDS** provide for at least a 50% proportion of women for the nomination of candidates for elections to parliamentary bodies and for all party offices.

Furthermore, international conventions and conferences also support the enforcement of equal rights. In particular, the UN World Conferences of recent years, especially the **4th World Conference on Women of the UN** in 1995, have provided important stimuli for national policy.

One objective of national equal rights policy is the implementation of the results of the 1995 4th World Conference on Women. The demands of the Beijing Platform for Action regarding the

establishment of equal rights for women and men have for the most part already been fulfilled in the Federal Republic of Germany, or are integral elements of equal rights policy at the Federal, Länder and municipal levels. This is particularly true as regards the legal and institutional framework conditions, the access of women and girls to schooling and vocational education, and the access of women and men to the health system and health services. In order to pool all forces in society in elaborating **National Strategies** for the implementation of the Beijing Platform for Action, the **National Follow-Up Conference** was held in Bonn on 11 March 1996 as the kick-off event, on which occasion the most important demands raised in the Platform for Action were presented to the governmental and non-governmental actors and the existing implementation concepts were brought together. In addition to the follow-up conference at the national level, similar events were also organised by individual Federal Länder, the political foundations and various women's organisations and groups, some of which were also promoted by the Federal Government. As early as the beginning of 1996, the Federal Government made the German translation of the Beijing Platform for Action and Declaration accessible to a wide public, additionally presenting a brochure on the results of the 4th World Conference on Women. It published the United nations Report "The World's Women 1995" in German.
The National Strategies were formulated in cooperation with the Federal Länder and non-governmental organisations. The associated synopsis gives a detailed list of the measures sponsored by the respective competent bodies.

In January 1997, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth presented the Federal Cabinet and the public with the National Strategies for the Implementation of the Beijing Platform for Action, which deal with the main strategic objectives for the Federal Republic of Germany for the coming years: participation of women in decision-making, improvement of the situation of women in industry and commerce and on the labour market, and the protection of human rights and the elimination of violence against women and girls.

The document was submitted to the Secretary-General of the United Nations in early 1997. The National Strategies must be regarded as a process which needs to be updated.
On 15 July 1997, in order to implement the results of the 4th World Conference on Women in Beijing and to contribute to a partnership between the sexes, the Federal Minister for Family Affairs, Senior Citizens, Women and Youth launched a one-year nationwide **campaign** for more equal rights between women and men entitled "**Initiative in demand - Women in demand**". The campaign centres on the core elements of the National Strategies. The most important campaign activities are:

- A competition for ideas open to women, men, organisations and businesses who had a feasible, innovative idea on the subject of the campaign, or wanted to realise such an idea. A total of just under 500 project proposals were received by the end of December 1997. An impartial jury, consisting of representatives from politics, the media, science, professional organisations and the two sides of industry, awarded prizes to individual projects and ideas.
- Eight regional events in several Federal Länder for persons in positions of local responsibility. Successful concrete examples are intended to show them how they can contribute to the advancement of women and equal rights.
- Radio campaigns and telephone campaigns parallel to the regional events.
- A campaign handbook, designed to serve as a practical guide and reference work with workings aids for initiating and implementing projects for promoting women, and documentation of the competition for ides on film will be available in summer 1998 after the campaign finishes.
- The closing event of the campaign is to be held in Bonn on 14 July 1998.

The Federal Government also uses its international contacts to advocate the worldwide implementation of the demands of the World Conference on Women.

Since the beginning of 1997, the Federal Republic of Germany has had four-year membership of the United Nations **Commission on the Status of Women** and has been taking part in its work since then. As early as 1996, Germany underline this by sending a national expert to the panel debate of the Commission on the subject of "Women and Poverty". A German woman, First Secretary Dr. Patricia Flor, ran for the office of Chairwoman for the 42nd session of the Commission in 1998. At the meeting of the **UN Economic and Social Council** (ECOSOC) in Geneva in 1997 which, in the context of the coordination segment, dealt with the question of the general integration of a gender perspective (mainstreaming policy) into the work of the UN, the wording negotiations successfully conducted by the German delegation led to the acceptance of Joint Conclusions which prescribe the integration of a gender perspective as a mainstream task of the UN.

At the **EU level**, too, the Federal Government supports measures for implementing the 4th World Conference on Women. As early as 22 December 1995, the Council adopted a resolution concerning a **"Medium-Term Community Action Programme on Equal Opportunities for Women and Men (1996 - 2000)"**. The aim of this programme is to support the efforts of the Member States to realise equal opportunities for men and women and enable an exchange of information and experience concerning exemplary practices. In the meantime, 11 projects from Germany have been selected among the total of 69 EU projects. In addition to the regular contribution to the EU budget, the Federal Government has spent something in the region of DM 1,650,000.00 on co-financing projects since the programme was launched in 1996.

8. Handicapped women

Handicapped women feel **doubly disadvantaged, as women and as handicapped persons**: in the working world, in rehabilitation, in matters of partnership and motherhood, as family women and in dealing with professional medical and working systems.

In the Federal Republic of Germany, there are **roughly four million women with a physical, emotional or mental handicap**. While one-third of the handicapped men are gainfully employed, only one-sixth of the handicapped women have a job. Their net income is well below that of handicapped men. Handicapped women often have to fend for themselves, as men seem to find a handicap in a woman more of a burden than the other way round. According to a study conducted in 1989, 75% of the men with a handicap, but only 38.2% of the women, were married. Handicapped women with children find it more difficult to look after their family than do women without a handicap. The high divorce rate also shows that divorce after the occurrence of a handicap is more frequently the fate of handicapped women than the real life of handicapped men. According to estimates, handicapped girls and women fall victim to sexual violence four times more often than their non-handicapped counterparts.

In the context of the constitutional reform in 1994, Art. 3 Para. 3 of the Basic Law was supplemented by the following sentence: "No one may be prejudiced because of his handicap". The ban on discrimination against handicapped persons was thus expressly given constitutional status. In the framework of a fundamental reform of the Penal Code in order to harmonise the range of punishment, the Sixth Act Reforming Penal Law will enter into effect on 1 April 1998. This Act also benefits handicapped women, whose protection against sexual interference has been improved as a whole (see also II. 5. Article 6).

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has set itself the task of working towards the improved perception of the living situation of handicapped women in the public eye and ensuring that the affected women receive more support and solidarity than has previously been the case. It was for this reason that the ministry promoted the **First European Conference of Handicapped Women** in 1996. Having started a dialogue between politicians and handicapped women at the national level, the aim of this conference was to intensify and continue this dialog at the European level as well.

In 1996, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth commissioned a comprehensive **study**, the aim of which is to provide a description of the living situation of handicapped women and a clarification of the objective and subjective need for support and **improvement of the situation**, and to determine the need for action as regards policy on women's issues. The study is to be completed by the end of 1998.

Handicapped women have developed greater self-confidence in the past 15 years. This fact is clearly illustrated by the manifold initiatives and **self-help projects**, which have been founded in Germany since the early 1980s and in the framework of which handicapped women offer support and advice for other handicapped women.

In order to alleviate the shortage of counselling services for handicapped women - which was also mentioned in 1994 in the Third Report of the Federal Government on the Situation of Handicapped Persons - the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has been financing a three-year project for the qualification of handicapped female counsellors since October 1996. Working on the principle of **"counselling of the affected by the affected"**, the aim of the project is to improve existing counselling centres for the benefit of handicapped women.

Moreover, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has published a **brochure** entitled **"You can count on us - but don't hold your breath"**. This brochure contains presentations of self-help groups, projects and offers by and for handicapped women, along with their addresses.

The **handbook "What we need"**, financed with funds from the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, addresses decision-makers in politics and society, as well as associations and projects, indicating the requirements to be fulfilled to ensure that handicapped women can gain the same access as women without handicaps to women's counselling centres and, if necessary, to emergency hotlines and women's shelters.

Part II: The Provisions of the Convention and their Implementation in the Federal Republic of Germany

Part II describes the measures taken since 1995 for implementing the provisions of the Convention. The previously submitted national CEDAW Reports are referred to in all other respects.

0. Article 1: Definition of "discrimination"

> *Article 1*
> *For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.*

In the Federal Republic of Germany, **equal rights** for men and women are guaranteed by the constitution as a **basic right (Art. 3 Para. 2 Basic Law)**:

"Men and women shall have equal rights". The state promotes the implementation of de facto equal rights for women and men and works towards the elimination of existing disadvantages.

In addition, **Art. 3 Para. 3** of the Basic Law states: "Nobody shall be prejudiced or favoured because of their sex, birth, race, language, national or social origin, faith, religion or political opinions. No one may be discriminated against on account of their disability."

The definition of the term "discrimination against women", as given in Art. 1 of the CEDAW Convention, reflects the general view on which the German legal system and the specific regulations in the individual legal spheres are based.

Legislation, the executive power and the dispensation of justice are bound to this basic right as a directly applicable right. Every woman and every man whose right is violated has **access to the courts of law**. Public disputes, particularly also those concerning discriminatory actions on the part of administrative authorities, are handled by the administrative courts, or by the social security tribunals and fiscal courts as specialised courts. The labour courts afford legal protection against unjustified unequal treatment in working life. Finally, an affected woman or man can also lodge a complaint of unconstitutionality at the Constitutional Court, asserting that her or his basic right to equal rights has been violated by a law or some other sovereign act. However, special rules of procedure have to be observed in this context.

1. Article 2: Legislative measures for the elimination of discrimination against women

> Article 2
>
> States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:
>
> a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;
>
> b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;
>
> c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;
>
> d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;
>
> e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;
>
> f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;
>
> g) To repeal all national penal provisions which constitute discrimination against women.

1.1 Constitution

No additions to the last Report. See also explanations to II. 0. Article 1.

1.2 Equal Rights Acts

The following additions can be made as an update to the previous Report:

Second Equal Rights Act

The **Second Equal Rights Act of the Federal Government** has been in effect since September 1994.

This Act is valid even though, in its decision of 22.04.1997 in case C - 180/95, Draehmpaehl, the European Court of Justice referred to the amendment of the German Civil Code and the Labour Courts Act as not conforming, in some areas, to EU law. The Federal Government has since introduced a bill in Parliament which caters entirely to the requirements of the ECJ. The law will probably enter into force in June 1998.

Equal Rights or Equal Opportunities Acts for the advancement of women in the administrations of the Länder and municipalities

Likewise, 15 of the 16 Federal Länder now have Equal Rights or Equal Opportunities Acts for the advancement of women. Some of these Länder Acts include **quota regulations** giving preference to women over men with identical qualifications in areas in which the proportion of women is below 50%. In October 1995, the European Court of Justice declared the automatic preferential treatment of women without exception, and without examining the individual case in question, to be inadmissible. The affected Federal Länder are in the process of correcting their quota regulations. The European Court of Justice reached another decision on the women's quota in the civil service on 11.11.1997. According to this decision, flexible quota regulations are not in contravention to the 1976 EC Equal Opportunities Directive.

1.3 The Assistance to Pregnant Women and Families Amendment Act

The following additions can be made as an update to the previous Report:
The Act Amending the Act on Assistance for Pregnant Women and Families (SFHÄndG) was adopted by the Federal legislature in 1995 and implements the obligations prescribed by constitutional law concerning the protection of unborn human life.

The main legal foundations are Art. 218 ff. of the German Penal Code (StGB) and the Act on Avoiding and Overcoming Pregnancy Conflicts (Pregnancy Conflicts Act - SchKG).

It is still the case that **abortions** are fundamentally **punishable** for all those involved pursuant to Art. 218 Penal Code.

However, the following **exceptions** apply in this context:
In exceptional cases, an abortion is justifiable in the presence of a **medical** (Art. 218 a Para. 2 StGB) or **criminological indication** (Art. 218 a Para. 3 StGB).The fulfilment of the prerequisites for both indications must be established by a doctor. The abortion may only be performed by a doctor and with the consent of the pregnant woman.
The embyropathic indication (due to an anticipated severe handicap of the child), previously provided for under the law, has been abolished by the SFHÄndG. The statement of reasons in the SFHÄndG expressly states that it had been found that a ruling of this kind led to the misconception that the justification of the embryopathic indication arose from the lesser respect of the handicapped child`s right to live. The protection of life applies equally to handicapped and non-handicapped unborn life.

In addition to the medical or criminological indication, there is the **"counselling regulation"**: if the pregnant woman is considering an abortion and can see no other alternative, she must seek counselling from a pregnancy conflict counselling centre recognised under the SchKG. If the prerequisites of Art. 218 a Para. 1 Nos. 1 to 3 are met, this automatically means that the statutory definition of the offence pursuant to Art. 218 is no longer fulfilled.

The contents and tasks of pregnancy conflict counselling are defined in Art. 219 StGB in conjunction with Arts. 5 and 6 SchKG.

The purpose of this counselling is to protect unborn life. Based on the fact that it is impossible to protect the unborn life against the will of the woman, counselling must be guided by the effort to encourage the woman to continue the pregnancy and to give her prospects for a life with the child. It is intended to help her to reach a responsible, conscientious decision.

In this context, the woman must be aware that the **unborn child has an independent right to live** at every stage of the pregnancy, also in relation to herself, and that, according to the legal system, an abortion can only be considered in exceptional situations if bearing the child would impose a burden on the woman which is so great and exceptional that it exceeds the limits of sacrifice which she can reasonably be expected to accept.

The fact that counselling is geared to the goal of "protection of the unborn life" does not mean that the woman is to be put under pressure during counselling. This would also contradict the objective definition of counselling. According to Art. 5 Para. 1 SchKG, the counselling must be given in such a way that the "outcome is open" and it must be based on the woman's responsibility. Counselling is intended to give encouragement and arouse understanding, rather than being instructing or patronising. It should promote a decision which is ultimately taken on the woman's own responsibility.

The relevant social measures have been expanded in order to improve the conditions for reaching a decision in favour of the child. These measures were presented in the last national report and are still valid, apart from the last item (the validity of the Act on the Right of occuppancy had been limited to 31.12.1995).

1.4 Other laws

Other laws for improving equal rights and eliminating discrimination against women are described in the following Articles and/or in Part I. A list of all laws relating to women's issues can be found in Appendix II.

2. Article 3: Measures for promoting and safeguarding the full development of women

> Article 3
> *States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.*

The following additions can be made as an update to the previous Report:

There is a very extensive set of institutional and legal tools for enforcing the equal rights of women and men in the Federal Republic of Germany. **Legal equality** in the various spheres of life is **fundamentally achieved** by way of numerous statutory regulations. However, despite generally marked progress in the last 20 years, the actual equality of women and men is not yet reality in every sector. Experience shows that actual equal rights cannot be achieved by laws and bans on discrimination alone. The main reasons for this are the traditional division of roles between women and men and the traditional living and working conditions.

At the **Federal, Länder and municipals levels**, there is nowadays a **dense network of institutions** dedicated to the task of eliminating discrimination against women and ensuring that women have equal access to all spheres of life in society. In the sense of **mainstreaming a gender perspective**, they are increasingly implementing equal rights policy in the form of social policy with references to all fields of politics.

In order to be able to root the mainstreaming of the gender approach even more firmly in all political concepts and programmes, a catalogue of criteria is being developed in order to give greater consideration to gender-sensitive issues in the current work and programme planning of the Federal Government. Programmes and projects are, for example, to be examined as regards the following aspects:

- Integration and participation of women
- Advantages for women or men
- Target-group orientation
- Specific promotion of women
- Consideration of socio-cultural change
- Consideration of the situation of women in various spheres of life, such as family, career and society.

If individual measures are not described in more detail below, the corresponding activities of the Federal Government and the Länder are listed in Appendix II.

3. Article 4: Special measures pursuant to Article 4

> *Article 4*
> *(1) Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.*
>
> *(2) Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.*

Most of the measures listed in Appendix II can be regarded as **special measures as defined by Art. 4** of the Convention. The amendments to the Basic Law, the Equal Rights Acts, research projects and measures for the advancement of women on the labour market, in politics and in the civil service, for example, all serve this purpose. Some of these were already dealt with in the previous Report, either under the respective Articles or in the general section. The Act on the Promotion of Women and the Reconciliation of Family and Career in the Federal Administration and Federal Courts (**Act on the Promotion of Women** - Article 1 of the Second Equal Rights Act, see also previous Report, II 10.2), which has been in force since September 1994, obliges every Federal agency to draw up a three-year plan for the promotion of women with binding objectives for the elimination of female underrepresentation, including in executive positions. The **supreme Federal authorities and numerous subordinate agencies have in the meantime established plans for the promotion of women**. The requirement that agencies with at least 200 staff appoint, either by public announcement of the post or by secret ballot, **commissioners for women's affairs**, who monitor the enforcement of the Act for the Promotion of Women and perform their duties at their own discretion, has since been **implemented**. The majority of the commissioners for women's affairs were elected. As defined in the Act for the Promotion of Women, the fundamental legal right to family-related part-time work and leave of absence, the prohibition of discrimination against these affected persons in their professional advancement, an adequate offer of part-time jobs by the agency and the advertisement of posts in both full-time and part-time form are part of the improved reconciliation of family and career for both women and men inn the Federal Administration. All these measures also apply to executive functions.

The Act on the Protection of Working Mothers (Maternity Protection Act) is a special regulation as defined by Article 4 Para. 2.

Since early 1997, there have been **improvements in the maternity protection act**, including extended maternity protection for mothers after premature births, equal rights for pregnant domestic staff and complete reimbursement of the main costs of maternity protection for small businesses, as a result of which young women have better opportunities on the labour market (see II 10.3. Article 11).

4. Article 5: Elimination of stereotyped roles and promotion of the common responsibility of women and men for the upbringing and development of their children

Article 5
States Parties shall take all appropriate measures:

a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority of the superiority of either of the sexes or on stereotyped roles for men and women;

b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

The following additions can be made as an update to the previous Report:

Awareness-raising public relations work, information and the intensification of the public debate on the equal rights of women and men are aimed at supporting the enforcement of equal rights in practice (see list in Appendix II).

This was also the goal pursued by, for instance, the one-year **campaign for more equal rights** between women and men, "**Initiative in demand - Women in demand**", which was launched in July 1997. It is intended to propagate the results of the 4th World Conference on Women in Beijing in society and contribute towards a partnership between the sexes.

The **film "Pluck up the courage, woman"**, released by the Federal Government in 1996 with educational accompanying material, includes a training programme for education providers with the aim of strengthening women and encouraging them to put their skills to use in an appropriate manner, not only at the workplace, but also in the social field (costs: approx. DM 700,000). The **key field of work "Men's identity and equal rights"** of the Federal Government is designed to sensitise men to the changed and changing framework conditions resulting from the increased participation of women in political and social decision-making. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is promoting an empirical study on the living situation and life planning of men in this context.

A **study on the role of fathers in the family** has also started. This project is to run until 1999 and the costs amount to roughly DM 1 million. A **project "When partners become parents"** is developing programmes of courses for family education which contribute to the division of tasks on the basis of a partnership. The project is sponsored by the Deutscher Familienverband and is to run until 1998.

With an eye to the traditional role patterns which still prevail and the influence of the school on them, the career and life plans of girls and young women were studied on behalf of the Federal Ministry for Education, Science, Research and Technology, in addition to numerous pilot projects at schools, in order to develop effective strategies for expanding the range of careers and supporting girls in choosing a career. The results were used to develop a seminar concept with materials for the continuing education of teachers.

Materials on the subject **"Girls and boys - equal rights, not equally made"**, which were developed in 1996 for use in primary school education, help to heighten awareness. The aim is to counteract the establishment of gender-specific stereotypes at an early stage. The costs were in the region of DM 700,000. Similar school materials for the second stage of secondary education were published at the end of 1997 (**Women and men: Fulfilling common tasks with equal rights**). The materials published for the first stage of secondary education in 1994/95 were reprinted in autumn 1996. As a result, **material** on the subject of equal rights was available **for schools for all age groups** at the end of 1997.

By reprinting the **booklet "Women in the Federal Republic of Germany"** in 1998, the Federal Government will contribute to expanding the level of information concerning the situation of women in all spheres of life. The costs for this will be DM 450,000.

The **exhibition "Go your own way - Books and videos for young people on the subject of equal rights"** deals with new forms of lifestyle, mutual recognition of intrinsic value, feeling responsible for each other and equal rights in dealing with tasks in various spheres of life.
All laws and measures relating to child care pay attention to addressing mothers and fathers equally, i.e. to avoiding fixed definitions of the role of mothers. Cf. II Article 11. 10.5 for the measures for improving the reconcilability of family and career for women and men.
The results of the **time series study "Equal rights of women and men - Reality and public attitudes"**, which was conducted for the third time in 1996 and published in the series of publications of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, illustrate the development of equal rights in Germany and reveal the discrimination and stereotyped roles which still exist. They not only serve as a basis for further measures, but also direct public attention to equal rights deficits in various spheres of life.

In the **media**, there is generally less and less advertising depicting women in their traditional roles. A more modern image of women is not being communicated.

Surveys on the subject of **domestic violence** have revealed that roughly one woman in three has suffered violence at the hands of her partner. As many women do not report acts of violence and coercion, particularly if their partner is the offender, there are no data on the actual extent of domestic violence.

As part of the growing awareness of the problems of women abused by their partner or husband, the first women's shelter was opened in Berlin in 1976 as a refuge. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth promoted this women's shelter, as well as a women's shelter in Rendsburg, geared to the conditions in rural areas, as pilot projects (the responsibility for counselling refuge centres lies with the Federal Länder). As part of a **special programme for financing women's shelters in the new Federal Länder,** the Federal Government provided funds totalling DM 1.2 million in 1991. There are currently some 400 **women's shelters** in the Federal Republic of Germany, including more than 100 in the new Federal Länder. According to estimates, over 40,000 women seek refuge there each year, sometimes with their children. Counselling centres for abused women are affiliated to many women's shelters. Moreover, general counselling centres also offer help for abused women. Women who have become victims of sexual violence can also turn to the roughly **160 emergency hotlines** which exist in all major cities.

In view of the fact that many women become the victims of violence in the private sphere, i.e. suffer abuse at the hands of their husband or partner, the Federal Government also specifically promotes **studies and pilot projects**, which focus not only on the **victims**, but also on the **violent men**, particularly because many women return to their partner despite having been abused by him.

One **project** of this kind is, for example, the **study of legal practice when allocating the marital home** to the wife, which is intended to support the possible need to amend the law. A **Guide for marriage and family counselling centres for counselling on violence against women in the family** has also been published.

Particular attention is being attracted by a **pilot project** of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth which, based on the "Domestic Abuse Intervention Project" in Duluth, Minnesota, is currently testing **new forms of cooperation and intervention in cases of partner violence against women** in Berlin. The objective is more effective protection of women and their children by way of consistent intervention on the part of the police and the judicial authorities, together with corresponding protection orders, as well as prosecution of the offenders with behavioural training programmes imposed by the courts. A coordination centre, which was set up for this purpose and is sponsored by anti-violence projects in Berlin, ensures joint elaboration and enforcement of the individual intervention steps by the affected institutions and projects in Berlin.

Similar intervention models, occasionally affiliated to other agencies (e.g. the police, the equal rights agency, the department of public prosecution or the Society for the Prevention of Cruelty to Children), are also currently being tested in other regions of Germany. These will be **scientifically monitored**, compared and analysed on behalf of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth from 1998 onwards.

A host of organisational and legislative measures have been taken at the initiative of the Federal Government and the Länder. For example, all Federal Länder have set up **special departments** staffed by specially trained public prosecutors for prosecuting offences against sexual self-determination. Moreover, most Federal Länder generally guarantee that the victims of sexual violence are questioned by **female police officers**. On the subject of violence against women, **special continuing education courses for female and male police officers** have also been developed on behalf of the Federal Government. These measures constitute a sensible and necessary supplement to the **Act for Improving the Protection of Crime Victims**, which was initiated by the Federal Government and has substantially strengthened the position of female victims of violence in the criminal proceedings against the offender since 1987.
In addition, a number of important changes in the law have been undertaken or initiated in recent years in order to improve the protection of women against sexual violence and exploitation in penal law and labour law. The amendment of Art. 177 of the Penal Code came into effect on 5 July 1997, **making marital rape a punishable offence**.

Further measures for combating violence against girls and women are described under II 5. Article 6.

5. Article 6: Eradication of trafficking in women and forced prostitution

Article 6
States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

The following additions can be made as an update to the previous Report:

With a view to the special objectives "Violence against girls and women" and "Violations of the human rights of women" in the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women in Beijing, this Article will be dealt with in more detail than in the previous National Reports. It is particularly pointed out that the subjects of regulation described in the previous National Report are still applicable.

Measures for combating trafficking in children and women, child pornography and sex tourism

The Federal Government attaches great importance to the effective prosecution of trafficking in children and women, as well as child pornography and sex tourism. It can be noted that these offences are increasing, particularly at the international level, and that they display many facets including, for example, the use of information technologies as a new "scene of the crime". It is almost impossible to state figures, as much remains in the dark in the respective fields. According to the police crime statistics compiled by the Federal Office of Criminal Investigation, 919 cases of trafficking human beings came to light in 1995 and 1,094 cases in 1996. The number of victims increased from 1,196 in 1995 (including 1,158 females) to 1,473 in 1996 (including 1,445 females). Since 1989, the victims have mainly originated from the countries of Central and Eastern Europe.

The Federal Government plays an active role in combating trafficking in children and women, child pornography and sex tourism in the framework of the European Union, the Council of Europe and the United Nations, as well as in numerous other **international working groups and events**. It can be seen that these topics have gained increasing international attention in recent years - a development supported by the Federal Government.

For instance, the Federal Government took part in the EU Conference on Trafficking in Women, held in Vienna on 10 and 11 June 1996 in the framework of the **European Union**, and also played a leading role in the elaboration of various joint measures of the EU (of November 1996 and February 1997) concerning the combating of trafficking in human beings and the sexual exploitation of children.

These also include the drafting of an EU promotion and exchange programme for persons responsible for measures against trafficking in human beings and the sexual exploitation of children, as well as the expansion of the sphere of responsibility of EUROPOL to include trafficking in human beings. The Federal Government was also among the parties adopting the declaration of the EU conference of ministers on 26 April 1997 concerning European guidelines for effective measures for preventing and combating trafficking in women for the purpose of sexual exploitation. In cooperation with the USA, the EU is currently preparing an education campaign on the subject of trafficking in women in Poland and the Ukraine.

Mention should additionally be made of the **World Congress against the Commercial Sexual Exploitation of Children** (Stockholm, 23 to 31 August 1996), which was attended by a high-ranking the Federal Government delegation and was the subject of a follow-up event with the German NGOs on 28 November 1996. To ensure the national implementation of the declaration and the plan of action of the World Congress, the Federal Government submitted an extensive **working programme** making provision for measures relating to education and prevention, legislation, protection of victims and international cooperation in prosecuting offences. Some of these measures have been realised since then. In particular, numerous planned laws have been implemented in the meantime. For this reason, the Federal Government will be issuing an addendum to this working programme in March 1998. The status of the implementation of these Federal Government measures is to be presented in Strasbourg on 29/29 April 1998 at the Council of Europe's regional follow-up event to the World Congress in Stockholm, on which occasion an interim review will be made of what has been achieved since the Congress. It can already be seen that the Federal Republic of Germany will be among the leaders as regards implementation.

The Federal Government submits annual reports on its measures for combating trafficking in women and children to the Secretary-General of the **United Nations** for his report to the General Assembly. The Federal Government commissioned a German translation of the 3rd Report of the UN Special Rapporteur on Violence against Women, which focused on trafficking in women. This report is available to all interested parties free of charge.

In the **legislative field**, the amendments mentioned in the Second and Third National Report of the Federal Government have been followed by the Act on Improving the Combating of Organised Crime, which enters into force on 9 May 1998 and, among other things, expands the possibilities for confiscating the financial resources of organised traffickers in human beings. In addition, Art. 180 b of the German Penal Code ("simple" trafficking in human beings) is now listed in the catalogue of offences open to accessory prosecution in Art. 395 of the German Code of Criminal Procedure, so that the victims can also appear as additional private prosecutors with the corresponding rights in these proceedings.

In order to more effectively combat the sexual abuse of children in the production and dissemination of pornographic films and photographs, the German Bundestag passed the 27th Act Amending Penal Law - **Child pornography** - which entered into effect on 1 September 1993. This Act increases the penalties for the production and dissemination of child pornography by extending the range of punishment to 5 years, while also making the possession and procurement of child-pornographic portrayals a punishable offence for the first time.

Owing to the deletion of the restricting requirement that the victim be a German citizen, it has now been possible since 1 September 1993 for **German tourists who sexually abuse children abroad** to be held responsible under criminal law, even if the offence is not punishable in the country in which it was committed.

According to the results of a survey conducted among the judicial administrations of the Länder, a total of 37 preliminary investigations were initiated in the Federal Länder between October 1993 and the end of 1996 in connection with the sexual abuse of foreign children by Germans abroad. So far, these proceedings, the majority of which have not yet been concluded, have led to conviction in six cases.

According to the information available to the Federal Government, the Philippines, Sri Lanka and Brazil are the main destination countries of "child sex tourism" by Germans. There are signs of a spread towards Eastern Europe, this mainly affecting the Czech Republic, Poland and Hungary. The members of the German embassies in these countries have been instructed to support the cooperation of the authorities in investigations against German offenders. Embassy staff are currently being given advanced training in this respect. Liaison officers of the Federal Office of Criminal Investigation are also active in these embassies.

There are intensive and efficient **relations of mutual assistance** with most destination countries, be it on the basis of the European Convention on Mutual Assistance in Criminal Matters of 20 April 1959, via bilateral agreements or via informal arrangements for simplifying the legal channels. Particularly against the backdrop of so-called "child sex tourism", the question is currently again being reviewed as to whether and to what extent the conclusion of bilateral mutual judicial assistance treaties with certain non-European countries is necessary and possible in order to improve cooperation in relation to criminal law.

On 23 June 1994, the start of the **limitation of prosecution** under criminal law for certain serious sex offences to the detriment of children was deferred until the victim reaches the age of 18. This prevents sex offences committed on children from already being statute-barred by the time that the victims are no longer under the influence of the offender and are in a position to appreciate the wrong done to them and report it to the police.

The 6th Act Reforming Penal Law will enter into force on 1 April 1998. It concentrates on restructuring the system of ranges of punishments, with the aim of giving more weight to highly personal objects of legal protection, such as sexual integrity.

In future, particularly serious cases of sexual abuse of children will be classified no longer as mere offences, but as serious crimes and, depending on the severity of the individual punishable act, will generally be punished with minimum prison sentences of one, two or five years. If the sexual abuse is committed for the purpose of producing and disseminating portrayals of child pornography, the standard punishment will in future be between two and 15 years' imprisonment. In addition, the minimum sentence is cases of severe or life-threatening physical abuse is to be increased from currently one year to five years in future.

Persons negligently causing the death of the child as a result of the sexual abuse, and also persons who commit rape and sexual coercion with a fatal outcome, will in future face a life sentence or a sentence of not less than ten years in prison.

The maximum prison sentence for the commercial or organised dissemination of child pornography portraying an actual or realistic event is to be raised from five to ten years.

This means that those cases are also covered, in which it is impossible to establish whether the portrayal is real or fictitious but realistic.

Finally, the 6th Act Reforming Penal Law will expand the penal provisions relating to wrongful removal of children in Art. 235 of the German Penal Code and introduce a new penal provision against illegal trafficking in children in Art. 236 of the German Penal Code, in order also to allow more effective action to be taken against the sexual abuse of children in this way.

Further changes in penal law and in the law of prison administration are intended to give courts and prison authorities new and more flexible options for guaranteeing protection of the general public against dangerous sex offenders, in particular.

For example, the **therapy options for treatable offenders** are to be expanded and the options improved for committing such offenders to a social therapy institution during their prison term. Sex offenders who are both capable and in need of being treated must be transferred to a social therapy institution if sentenced to more than two years in prison.

In the interests of effective protection of the public against repeat offenders, the prerequisites for release on probation have been revised. The law prescribes that the security interests of the general public and the weight of the object of legal protection at risk in the event of a relapse must be considered when reaching a decision. An expert opinion must be obtained if there is the possibility that reasons of public security oppose the premature release of the convict. Anyone who is given a suspended sentence or released from prison on probation can be instructed by the court to undergo therapy, even without his consent.

In addition, the regulations were changed to facilitate the commitment of repeat sex offenders to **preventive detention**.

The **other measures** in connection with combating trafficking in children and women include the annual **Situation Assessments of the Federal Office of Criminal Investigation**, which focus on different aspects and shed light on the situation in Germany and developments in this field of criminality. The cooperation between the Federal Office of Criminal Investigation and the police authorities of the Federal Länder has been improved by the establishment of a special working group. Furthermore, special continuing education and training programmes are held for male and female police officers who deal with trafficking in human beings. International cooperation between the Federal Office of Criminal Investigation and police authorities in the countries of origin is also being constantly expanded via Interpol (and EUROPOL in the near future). In combating trafficking in children and women, the Federal Government follows a **concept** based on prevention, prosecution of the offenders and support of the victims. For the female victims who act as witnesses in the criminal proceedings against the offenders, it is a question of the right of residence, inclusion in special witness protection programmes, accommodation and maintenance, support in the proceedings, medical and psychological support, the protection of their families in their home countries against reprisals on the part of the traffickers, and reintegration programmes. In order to clarify all the associated measures relating to law concerning foreign nationals, the police, the courts and victim support, which affect the responsibility of various Federal and Länder agencies, a **Working Group on Trafficking in Women was** set up on 27 February 1997 under the control of the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth. Its members are representatives of the Federal and Länder ministries involved with the subject, the Federal Office of Criminal Investigation and NGOs. The aim of this working group is to harmonise and coordinate all the measures necessary to combat trafficking in women.

In the meantime, some Federal Länder have adopted a four-week **period for leaving the country** for trafficked women, in order to allow them enough time to contact counselling centres and prepare their journey home, or to establish whether they want to make themselves available as witnesses. Women acting as witnesses are allowed to stay in the country for the duration of the proceedings.

The Federal Republic of Germany currently has over 25 counselling centres to which prostitutes under duress and trafficked women can turn. Some of these counselling centres receive financial promotion from the Federal Länder. They cooperate both with each other and with the NGOs in the countries of origin.

The Federal Government provides financial support for six of these counselling centres for foreign women and prostitutes under duress, so that they can devote special attention to trafficked women from Central and Eastern Europe.

Moreover, education brochures for women possibly planning to emigrate to Germany are being prepared in various languages. These brochures are to be distributed in the countries of origin via the German embassies and consulates, as well as via the local NGOs.

A nationwide information campaign of the Federal Government on sex tourism and child prostitution is also in preparation. This is essentially to be designed by NGOs and follow on from their previous campaign on the same subject.

Measures for combating violence against women

Violence is the most serious form of violation of the human rights of women, because violence causes the most lasting violation of the personal rights and human dignity of women.

Violence against women is also part of everyday life in Germany and it takes a wide variety of **forms**. Violence against women is not limited to assaults on the physical and emotional integrity of the woman alone. It mainly also relates to subtle forms of exercise of violence through behavioural patterns which ignore women's needs and well-being. The violence ranges from harassment on the street and interference in working life to various forms of disrespect, degradation to an object, maltreatment and sexual abuse within the family and outside, and on to rape, homicide and trafficking in women. The subject of domestic violence is dealt with in more detail under II Article 5.

Simply because of the wide range of definitions, it is impossible to make any reliable statements for the Federal Republic of Germany concerning the actual **extent** of violence against women in all its forms.

The Federal Government has been dealing with the topic of violence against women for over 20 years. In particular, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has, by way of a host of **studies and pilot projects**, clearly illustrated the forms, backgrounds and causes of violence against women, tested possibilities for helping in practice and initiated numerous amendments to laws in favour of the affected women. Moreover, the Federal Länder have constantly expanded the network of private and public institutions offering protection and help for the affected girls and women.

Other pilot projects of the Federal Government - an emergency hotline for women who have become the victims of sexual violence; a walk-in therapy centre; counselling and housing for sexually abused girls; counselling and housing for prostitutes under duress and victims of trafficking in women, etc. - have also often been imitated in the meantime (for instance, there are currently 156 emergency hotlines throughout the country), sometimes financed by the Federal Länder and the municipalities.

It can be seen at the moment that the **support institutions are increasingly networking**, in order to be able to exert more influence on politics and to improve their cooperation and information. The Federal Government emphatically supports this kind of networking, e.g. by providing financial promotion for annual networking meetings of the respective institutions and a national coordination centre for women's shelters.

The host of studies which the Federal Government has conducted and published on the subject of violence against women are summarised in the **Information of the Federal Government to**

the UN Special Rapporteur on "Violence against Women", submitted in February 1995. Consequently, only a few more recent projects will be mentioned at this point:

Educational **public relations work** takes an important place among the measures for reducing violence against women. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, the Länder Ministries for Women's Affairs, the municipal commissioners for women's affairs, and also the anti-violence projects, implement many measures designed to effectively attract public attention. This includes, among other things, the fact that the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth publishes German translations of the Reports of the UN Special Rapporteur on Violence against Women. Cf. Appendix II for the individual publications of the Federal Government on the subject of violence against women.

Special mention should be made of the three-year campaign of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, which addressed women and men in different ways with a host of individual measures, directly integrating the expertise of the groups and projects in the process. For the first time, the Federal Government implemented a campaign of this kind in collaboration with the regional initiatives and institutions by supporting these in 50 towns and administrative districts in designing and implementing their own campaigns locally. The result of this combined effort was over 300 campaigns and events which addressed the subject of violence against women and indicated possible approaches towards solutions in a highly creating manner attracting great public attention. The individual activities were published in a campaign handbook which was made available to the groups, along with general information and working documents for public relations work and fund-raising. The brochures, posters, billboards and a media package for dealing with the subject in schools, are still being used and distributed. Moreover, a number of important **amendments to laws** have been undertaken or initiated in order to improve the protection of women against sexual violence in penal law and labour law. The German **Penal Code** puts gender-specific violence against women under high penalties. This protection was further increased on 1 July 1997 when - following years of debate and several attempts in the German Bundestag - **rape between spouses** was put under penalty as such. The previous law only defined extramarital rape as a crime, whereas sexual intercourse forced on the wife by the husband could only be prosecuted as coercion or bodily harm. At the same time, the scope of the provision was expanded: the exploitation of a helpless situation now suffices to fulfil the statutory definition of the offence of sexual coercion or rape. Also, all forms of penetration were equated, whereas only vaginal penetration was considered as rape under the old law.

Moreover, the 6th Act Reforming Penal Law, which enters into force on 1 April 1998, will add a new penal provision to the German Penal Code (StGB) which introduces penalties for **sexual abuse exploiting a counselling, treatment or support relationship** (Art. 174 c StGB). This provision is based, inter alia, on a study of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth on sexual interference in therapy and psychotherapy, which revealed a substantial extent of such interference and indicated the protracted damage to health which the victims suffer without the possibility of the perpetrators being prosecuted under criminal law. Art. 174 c StGB also makes the precept of continence application in psychotherapy. The therapist must refrain from any sexual relationship whatsoever with his female and male patients, under pain of punishment. In the event of violation of this regulation, the offender can also be banned from practising his profession in order to avoid repeat offences.

The **Act for Improving the Protection of Crime Victims**, which has strengthened the position of female victims of violence in the criminal proceedings against the offender since 1987, will be followed by further statutory improvements by way of the Act for Protecting Witnesses during Examinations in Criminal Proceedings and for Improving the Protection of Victims (Witness Protection Act). In particular, this will create the possibility of using video technology when examining witnesses; moreover, in the case of certain sex offences, for example, the law also provides for an ex officio legal advisor for witnesses who are not in a position to exercise their authorities themselves during examination. This again ensures that female and male victims appearing as witnesses are exposed to a minimum of stress by the criminal proceedings. Outside the sphere of penal law, mention should be made of the **Act to Protect Employees against Sexual Harassment at Work**, which affords legal protection against sexual harassment at the workplace to all employees in the civil service and the private sector. The Act obliges all employees to immediately take the necessary protective steps in the event that a female employee feels sexually harassed. This includes consequences for the offenders under labour and disciplinary law.

In the **Aliens Act**, the regulation concerning the independent right of abode of spouses was amended in 1997 so that, in cases of hardship (which also includes violence on the part of the husband), the wife can obtain an independent right of abode without time limits. In the past, the conjugal community had to have existed for at least 3 years, even in hardship cases, meaning that foreign women who wished to separate from their violent husbands within this period had to reckon with being expelled. The period of 4 years remains valid in all other cases.

Female asylum-seekers in Germany

In 1996, some 116,367 refugees applied for asylum in Germany, roughly 35% of whom were girls and women. In the majority of cases, they did not claim independent reasons for asylum, but applied for family asylum, where their right of abode is coupled to the right of asylum of the husband. Most of the refugees arriving in 1996 came from Turkey, the former Yugoslavia and Iraq. In a comparison with other European countries, Germany had the highest number of new asylum-seekers - 128,000 - followed by Great Britain with 55,000 and the Netherlands with just under 30,000.

In the political debate, the demand has repeatedly been raised to extend German asylum law to include "gender-specific persecution". The Federal Government rejects this demand because the prevailing legal situation is such that gender-specific violations of human rights already lead to a right to asylum and/or protection against deportation according to the Geneva Convention on Refugees (Art. 51 Aliens Act) if they are an expression of political persecution. Political persecution always means persecution by the state. Consequently, violence against women can only be considered as a reason for asylum, or a reason for granting protection against deportation in accordance with the Geneva Convention on Refugees, if it is exercised by the state, or by third parties against whom the state does not employ the means at its disposal, as a means of political persecution.

If the term "gender-specific persecution" were to be interpreted as also meaning encroachments which cannot be blamed on the state, this would add up to a completely new concept of the term "asylum". According to the general interpretation, asylum does not mean all-round protection (against family and society), but protection against the access of the state.

This in no way means that severe violations of human rights are not taken into consideration in the context of the asylum procedure. For example, court decisions have considered the use of sexual violence against Moslem women in Bosnia and Herzegovina to be political persecution. The same applied in the case of the impending genital mutilation of a woman who had fled from an African country. Other examples could be added.

Thus, there is no loophole in asylum law to the detriment of women. If the prerequisites for political persecution (Art. 16 a Para. 1 Basic Law, Art. 51 Aliens Act) are not fulfilled, consideration must be given to the violation of human rights in women in the context of a review of the obstacles to deportation pursuant to Art. 53 Aliens Act if an individual, explicitly impending threat exists.

The Federal Minister for Family Affairs, Senior Citizens, Women and Youth has personally informed herself by way of talks with the responsible authorities and the NGOs as to how women are treated in the context of the German asylum procedure and where improvements may be necessary. However, in the context of the asylum procedure, female asylum-seekers have the possibility at any time of confiding in female members of staff of the Federal Office for the Recognition of Foreign Refugees. If the behaviour of the female asylum-seeker or the circumstances of the persecution of a female asylum-seeker (e.g. when describing sexual violence) indicate the need for being heard by female staff members, this requirement is observed ex officio without the female asylum-seeker having to specifically express such a wish. The same applies to interpreting by a female interpreter.

In order to ensure that the needs of female refugees are given adequate and sensitive consideration in the asylum procedure, the Federal Office regularly holds qualification and continuing education courses on reasons for flight specific to women. Furthermore, male and female sole decision-makers who had received special training were appointed as special commissioners for the affairs of women, minors and torture victims. In addition to dealing with corresponding cases, their tasks include advising male and female sole decision-makers in cases of persecution specific to women and the forwarding of information on the latest developments in this sector. There are plans to train and employ another roughly 90 male and female sole decision-makers, in addition to the special commissioners already trained, so that they can in future be available throughout the country in all branch offices of the Federal Office.

6. Article 7: Participation of women in political and public life

> *Article 7*
> *States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:*
>
> *a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;*
>
> *b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;*
>
> *c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.*

The following additions can be made as an update to the previous Report:

As already described in the previous Report, the political and public rights of participation demanded in Art. 7 a - c of the Convention are fully extended to women. Nonetheless, there are few fields of political and public life in which women are adequately represented. However, a substantial improvement has been seen in recent years.

Part I 5. and the associated section of the statistics go into more detail on this subject.

In accordance with the **Federal Bodies Law** (Art. 11 of the Second Equal Rights Act), which has been in effect since September 1994 and aims at participation of women and men on equal terms in appointments to bodies within the sphere of influence of the Federal Government, the Federal Government is currently drawing up the 2nd Bodies Report, which is to be submitted to the German Bundestag before the 1998 summer recess.

In the Federal Republic of Germany, great importance is attached to the equal access of women to decision-making positions at all levels. Consequently, this constitutes one of the three objectives of the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women and will be dealt with in grater depth here.

Special key areas of the activities of the Federal Government, and also in the cooperation between the Federal Government and the Länder, aimed at **increasing the proportion of women in executive positions** include the following:

- Promotion of the access of girls to a wide range of subjects and careers,
- Sensitisation of parents and teaching staff,
- Overcoming restrictive gender roles of girls and boys,
- Promotion of the vocational development and advancement of women,
- Strengthening of the participation and advancement of women in science and research,
- Greater participation of women in decision-making and executive positions in the fields of education, science and technology,

- Strengthening of the competencies of women in voluntary political and social offices

The **tools** for implementation include awareness-raising measures, research projects, pilot projects, top-level talks, networking initiatives and the development of new tools (see also Appendix II).

Increasing the proportion of women in decision-making requires the **consistent application of the legal instruments already available**. For instance, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth will continue to devote more attention to ensuring that the Federal Bodies Law, according to which there must be a woman and a man on the nomination list for appointments to every body within the sphere of influence of the Federal Government, is applied even more consistently in future by all ministries when making appointments to bodies. It is still too frequently claimed that no female candidate is available when it comes to making appointments to bodies. However, there are signs of an increasing in the proportion of women since the law came into effect in 1994, albeit it at a low level.

The aim of the **pilot project "Women for voluntary political offices"** is to encourage women - particularly also from the new Federal Länder - to take an active role in shaping politics and public life which goes beyond their commitment in the immediate living environment and permits the increased participation of women in political power. The key areas are municipal politics and association politics. In the context of the project, women are to be equipped with theoretical knowledge and practical skills as the necessary tools for successful political commitment, and their motivation to enter politics is to be strengthened. To this end, the Federal Ministry for Education, Science, Research and Technology is currently promoting a **research project examining the situation of women in politics**. It identifies and analyses career and life-related aspects of politically active women, in order to permit action-oriented concepts and decisive stimuli for the equal and effective participation of women in political bodies and decision-making processes.

The **film "Pluck up the courage, woman"**, and the accompanying exercise material based on it, also aim at activating women's interest in political and social affairs and arousing personal commitment. The project is intended to encourage women to recognise, expand and also try out their abilities. It is primarily addressed to female multipliers and adult education professionals.

In order to motivate younger women, in particular, to take on more voluntary work in the social sector, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is promoting a pilot project relating to voluntary social offices. The **pilot project "Women in voluntary social offices"**, which is sponsored by the Catholic Women's Social Service (SkF), is intended to find ways of safeguarding the voluntary social work of a women's association in the long term by trying out new ways of attracting young women into voluntary work. The voluntary workers are to be offered professional qualification for their work. The full-time workers are to be trained in sensitive cooperation with voluntary workers and the recruitment of new volunteers. They are to elaborate standards for certifying the work of voluntary workers, as this can be useful when returning to gainful employment, particularly for younger volunteers.

Advanced qualification measures and awareness-raising initiatives for women in education, science and continuing education are also particularly important. In the context of a **key field of promotion "Girls and women in education"**, which was set up specially in the framework of the cooperation between the Federal Government and the Länder, a host of model projects have been implemented in order to give young women better access to a wide range of careers and to participation in shaping the natural sciences and technology. Inter alia, this include the advanced development of coeducation in the school sector and the promotion of access to technical courses of study.

Universities Special Programme III is intended to contribute to a marked increased in the proportion of women among the scientific staff at institutions of higher education and research establishments, particularly among habilitations and professorships. The elements of this programme include reentry-into-science fellowships and contact fellowships for women in the family phase, contracts for services, habilitation places for women, and a child care allowance granted in addition to a fellowship.

In the opinion of the Federal Government and the Länder, achieving a lasting increase in the proportion of women at institutions of higher education and research establishments requires consistent action on the part of the politically responsible persons, the management bodies of the institutions of higher education and the management and supervisory bodies of the non-university research establishments. The promotion of women is also a management task. The heads of the Federal and Länder Governments underlined these principles in the context of the supplement to the Bund/Länder Commission Report (BLK Report) "Advancement of women in the science sector", which they adopted on 3.7.1997. The following principles and directives are to serve as a basis when designing appropriate measures:

- The advancement of women in the science sector can also be regarded as the development of a potential for innovation and qualification which has so far not been adequately exploited. It must be an integral part of all measures relating to higher education and research policy.
- The rapid achievement of effective changes in this area of social relevance, requires an increased change of paradigms and awareness. Institutions of higher education and research establishments are models for other areas of society in this context, particularly as regards the implementation of the commission pursuant to Art. 3 Para. 2 of the Basic Law.
- Clear signals are required to indicate the necessary departure on the road towards the true realisation of equal rights for women in science and research.
- It is of essential importance to more extensively develop the qualification potential of women and exploit it specifically for executive positions , also by way of competition between the establishments and using incentives. Structural framework conditions must be specifically changed and/or created to this end. The amendment of the Framework Act for Higher Education is a common target of the Federal Government and the Länder, aimed at ensuring that the institutions of higher education promote the actual enforcement of equal rights for women and men and work towards the elimination of existing disadvantages.
- Executive posts in institutions of higher education and research establishments will have to be refilled in the coming years. In this context, the aim is to substantially increase the proportion of women and thus create an adequate basis for development geared to equal rights. The principles of the appointment procedure according to the BLK Report "Advancement of women in the science sector" are to be applied accordingly.

Materials on the subject of equal rights, developed for school instruction in various versions to suit different ages, contribute to **heightening awareness** (see also II 4. Article 5).

The promotion of women in positions of power and decision-making is also a central these of the **campaign "Initiative in demand - Women in demand!"**, which was launched by the Federal Ministry for Women in summer 1997 (see also I 7 and II 4. Article 5).

Another priority is the **environment sector**. Women are to be increasingly motivated to make a contribution to environmental policy, planning and education. In 1997, the Federal Government supported the elaboration of a "Who is who" compendium of women in the environment sector. It provides an overview of all female specialists/experts in the German-speaking countries in the field of "Women and the environment", presents their spheres of work and key fields, and documents the most important topics and research approaches. The compendium serves to improve the exchange of information concerning the fields of work for women in the environment sector, as well as to network the women working, teaching and researching in this sector.

In the context of the Medium-Term Community Action Programme on Equal Opportunities for Women and Men (1996-2000), the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is promoting and co-financing various German projects which contribute to increasing the proportion of women in executive positions. The aim of the project of the Deutsches Jugendinstitut e.V. (German Youth Institute) is to increase familiarity with **mentoring projects** as an instrument for the advancement of women and for promoting the access of women to decision-making positions. The goal of the project of Berlin University of Technology, which is being co-financed, is to implement the system of **internships for the promotion of young female executives**, a system which has proved its worth in the USA. The result of this project is intended to be an improvement in the career opportunities of young women and the sensitisation of male and female mentors and their organisations as regards the promotion of young female talent.

Both projects will probably be continued until the end of the Programme for Action in the year 2000.

7. Article 8: Participation of women at the international level

> Article 8
> States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

Like men, women have the opportunity of representing the government at the international level and of participating in the work of international organisations.

The following additions can be made as an update to the previous Report:

In comparison with the previous Report, there has been a **further increase in the proportion of women in executive positions in the Federal Foreign Office**.

In December 1997, 17 of a total of 224 operating diplomatic missions abroad (= 7.6%; 1995: 5.2%) were headed by women - 11 Ambassadors (1995: 6) and 7 Consuls General (1995: 7). However, the proportion of women in executive positions in Germany is on the decline: 5 divisions were headed by women (1995: 2 directorates and 6 divisions).

The proportion of women among the **new appointments in the higher diplomatic service** has risen slightly, from 26% in 1995 to 27% in 1997 (1980: less than 10%).

The proportion of women receiving training in the intermediate service declined from 43.8% in 1994 to 40% in 1997. The proportion of women in the higher intermediate service has been steadily increasing in recent years - from 62.3% in 1994 to 83.62% in 1997.

The Federal Government promotes and supports female applicants for vacancies in **international organisations**. Here too, the proportion of women among the German officials in the comparable higher service at the United Nations Secretariat rose, amounting to **30.7%** in 1996 (in absolute terms: 42 of a total of 129 German officials; 1994 for comparison: 38 out of 138 (= 29.7%). **The proportion of women among the new appointments was already in the region of 50% in 1997.**

8. Article 9: Nationality of women and children

Article 9

(1) States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

(2) States Parties shall grant women equal rights with men with respect to the nationality of their children.

No addition to the last Report.

9. Article 10: Equal rights of women and men in the fields of education and sport

Article 10
States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

a) The same conditions for career and vocational guidance, for access to studies for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas, this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;

d) The same opportunities to benefit from scholarships and other study grants;

e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;

g) The same opportunities to participate actively in sports and physical education;

h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

As a supplement to the previous Report, reference is made to the development of the situation of women and girls in this sector, as described in I 3.2 and I. 3.3. The following additions can be made as an update:

In the context of the objectives of the Ministry for Education, Science, Research and Technology in relation to the promotion of women in education and research, the **initiative "Women provide new impulses in technology"** (sponsored by the Federal Ministry for Education, Science, Research and Technology, the Federal Institute for Employment and Deutsche Telekom), plays a particularly important role. At the end of 1996, the key fields of work of the initiative's coordination centre were defined as follows: promotion of the equal participation of women in matters relating to the future of our society, and improvement of their opportunities in technology-oriented occupational fields. This also caters to the **engineering dialogue** organised jointly between the Federal Ministry for Education, Science, Research and Technology, engineering associations, industry and commerce, institutions of higher education and other institutions. One of the particular objectives here is to increase the proportion of women in engineering courses and also the proportion of women among practising engineers.

In September 1996, an exemplary presentation of women's projects in the technology sector, which are of relevance to future developments, was successfully made at the international Ce-

BIT Home exhibition. The joint presentation of 19 projects and activities by the initiative "Women provide new impulses in technology" - the largest group of exhibitors in the context of the "Opportunities 2000" forum at CeBIT Home - provided new, effective impulses for further cooperation in this sector and clearly illustrated the wide range of innovative projects being carried out by women. The work of the initiative is closely linked to the further implementation of the Platform for Action of the World Conference on Women. It was thus expanded more into the higher education and research sector, and international cooperation has been intensified. In this sector, for example, new projects for promoting the career opportunities of women in technical courses of study were promoted in cooperation with industry and commerce (Paderborn and Illmenau Universities) and by the Federal Ministry for Education, Science, Research and Technology in the infomatics sector (Bremen University). A contribution to this was also made, for example, in Leipzig in January 1996 by the **First International Follow-Up Conference to the 4th World Conference on Women in Beijing "Women shape the structural change"**, which was held jointly by the Federal Ministry for Education, Science, Research and Technology and the UNESCO. This conference, which was attended by more than 150 women from all over the world, focused on the increased participation of women in the key areas of future developments in society. A German/English CD-ROM is available on this conference, presenting its results and the further implementation of the goals of the Beijing Platform for Action in education, science, research, technology, industry and commerce in the Federal Republic of Germany. It is also intended to increase the international visibility of the German initiatives. In addition to this, **a technology and advisory centre for women**, which provides important impulses for greater involvement of women, e.g. in the setting up of new businesses and the use and structuring of new technologies, has been set up in Leipzig.

In the intermin, professorships with **special emphasis on women's research** have been set up, or are at the planning stage, in various subjects at universities and specialized colleges of further education (Fachhochschulen) in most of the Federal Länder. In 1996, there were 104 (1992: 61) such professorships, 22 of which were so-called C-4 professorships. Since 1994, there have also been professorships for women's research at institutions of higher education in the new Federal Länder. There is a tendency for ever fewer "pure women's research professorships" to be created; instead, women's research is being integrated into general professorships. This reflects the further development of the purely female-specific approach into a gender-sensitive research approach.

Roughly one-quarter of Germany's female population is currently organised in the **sports clubs** belonging to the German Sports Federation (DSB). Sports activities are continuing to gain importance for girls and women. This is made particularly clear by the membership growth of about 200,000 girls and women per year. They currently account for roughly 38% of the members of the sports clubs, this being equivalent to about 10 million women, 6 million of whom are over the age of 18. However, membership shows a steady decline from the age of 18 upwards. In the new Federal Länder, women still account for less than 30% of the members. Women prefer to engage in popular and leisure sports, rather than competitive sports of the kind engaged in by men, in particular. Gymnastics, roller-skating and ice-skating, dancing, riding and tennis are the types of sport most frequently practised by women. However, there are also high growth rates in ball games (e.g. basketball, football, volleyball and tennis), the martial arts, self-defence classes and health-related sport.

Women continue to be underrepresented in administrative and executive functions of the clubs, as well as in the presiding committees of the Sports Associations of the Länder, the top-level associations and the German Sports Federation, including its voluntary bodies. As early as 1989, the German Sports federation thus adopted a plan for the promotion of women, the aim of which is to enforce equal opportunities for women in all areas of sport. The result of this was that, in 1996, women accounted for 20% of the members of the presiding committee of the DSB - including its honorary bodies - 18% of the members of the presiding committees of the Sports Associations of the Länder and 10% in the presiding committees of the top-level associations.

The 1994 and 1996 DSB National Congresses adopted **amendments to the statutes**, which are aimed at achieving **greater involvement of women in the management** of the DSB. According to these changes, the proportion of women in the national committees must be at least equivalent to their proportion of the total number of members from 1999 onwards.

Since 1996, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has been promoting annual symposia on competition sport for women, these being organised in collaboration with the Cologne-based Federal Institute of Sport Science.

The project **"Exercise and communication culture geared to girls and women"**, which was presented in the previous Report and financed by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, succeeded in attaining the goals set in relation to need-based exercise and sport programmes, teaching/learning processes based on dialogue and executive and management qualifications. This was successful particularly because the group method of theme-centred interaction (TCI) was the basis for all actions in work contexts and also in teaching/learning activities. This procedure helped to establish confidence-building structures at all levels and was thus a prerequisite for cooperation between all parties involved in the project. Despite the sports offers already existing in the region, the **range of programmes drawn up increasingly met the wishes and needs of the girls and women** in the course of the project, as indicated by the constantly growing number of participants. One central realisation was that the female-biased educational approach developed not only appeared sensible in theory, but was also accepted in practice by the participants and benefited their personal development. However, it also became clear in the course of the project that women must learn to deal with conflicts more constructively, i.e. to see conflicts as challenges and situations of positive competition which, among other things, reveal previously unknown strengths.

Since 1992, the **Act on Assistance for Pregnant Women and Families** has placed emphasis on the following new aspects in relation to access to **specific educational information**:

Every woman and every man who has questions relating to sex education, contraception, family planning and pregnancy has the right to turn to a counselling centre provided for this purpose.

Persons under the age of 20 who are insured under the statutory health insurance system are entitled to be supplied with medically prescribed contraceptives.

In keeping with its statutory mandate, the Federal Centre for Health Education has developed a concept for sex education. As part of this concept, it provides educational aids for young people, parents, teaching staff and other multipliers, taking the various age and target groups into account. Special projects also promote models which are intended to improve the contraceptive behaviour of young people and thus the protection of unborn life. In this context, the gender-specific approach is particularly also intended to give consideration to the joint responsibility of the man in dealing with sexuality. Other projects are aimed at improving the situation as regards the basic training and continuing education of persons involved in sex education.

Working on this basis, the Federal Centre for Health Education promotes projects and studies meeting the above demand. These studies are generally gender-specific:

Gender-specific sex education in companies and vocational schools (working aid)

Mobile sex education (sex education in the new Federal Länder)

Pilot project for the development and testing of innovative approaches in sex education for boys and young men (youth-specific sex education by combining school and work with boys)

Reflected work with boys in the Federal Länder of Rhineland-Palatinate and Saarland (joint project for the development of curricular concepts)

Sex education in youth association work

Physical awareness and sexual knowledge of 8 to 12-year-olds

Qualitative study of the health problems, sex education and health counselling of boys

Sexual experience in youth and self-assertion in the relationship between the sexes (to start in 1998)

Media for young girls on the subject of physical development are in the planning stage.

10. Article 11: Equal rights of women and men in the field of employment

> *(1) States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:*
>
> *a) The right to work as an inalienable right of all human beings;*
>
> *b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;*
>
> *c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;*
>
> *d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;*
>
> *e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;*
>
> *f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.*
>
> *(2) In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:*
>
> *a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;*
>
> *b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;*
>
> *c) To encourage the provision of the necessary supporting social services to enables parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;*
>
> *d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.*
>
> *(3) Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.*

The following additions can be made as an update to the previous Report:

Reference is also made to I 3.4.

In the Federal Republic of Germany, great importance is attached to improving the situation of women in industry and commerce and on the labour market. This is why it is one of the three main objectives of the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women and why it will be dealt with in greater depth here.

10.1 Second Equal Rights Act

Details of the Act on the Promotion of Women - Article 1 of the Second Equal Rights Act (see under II 3. Article 4).

The introduction of the **Second Equal Rights Act** on 01.09.1994 and the associated amendment of the German Civil Code (BGB) have, among other things, brought about **marked progress towards equal rights** of women and men in the field of employment. One important part of the Second Equal Rights Act is the amended provisions for enforcing the equal rights of **women as employees** (Arts. 611 a ff BGB). Under the new law, every female employee can claim compensation - possibly up to 3 months' earnings - if she has been discriminated against on ground of sex either when seeking employment or in the context of promotion.

Following the judgement of the European Court of Justice of 22.04.1997 (case C-180/95 Draehnspaehl), the Federal Government has since introduced a bill into parliament which gives full consideration to the demands of the European Court of Justice. In particular, it abolishes the previous limitation of the claim to three months' pay for those female applicants who would have been given the job, had the choice not been based on discrimination. The claim to appropriate compensation is no longer contingent on any fault on the part of the employer and, finally, the sum-limiting procedure under the Labour Courts Act, which previously provided for further restrictions of the compensation sum, is also dropped. The law is expected to enter into force in June 1998.

The Second Equal Rights Act also converted the "directory provision" concerning gender-neutral job advertisements into a regulation which is binding on the employer (Art. 611 b BGB). Since this regulation was tightened up, better-paid jobs in free enterprise have also been advertised for women and men. When it comes to the judicial consideration of the evidence, the contravention of this regulation is indication of discrimination against women as employees, meaning that compensation claims under Art. 611 a BGB may arise.

Act on the Appointment and Secondment of Women und Men within the Remit of the Federation (Article 11 of the Second Equal Rights Act)

In accordance with Art. 9 of the Act on the Appointment and Secondment of Women and Men within the Remit of the Federation (Federal Bodies Law), the Second Report of the Federal Government on the Proportion of Women in Major Bodies within the Sphere of Influence of the Federal Government is currently being compiled and will be submitted to the German Bundestag in 1998. There are signs that there has been an increase in the proportion of women since the law was introduced on 1.9.1994, albeit at a low level.

10.2 Civil service

The Federal Government has been promoting part-time employment for a long time (see also previous Report).

There has been constant expansion of **"part-time work for reasons of family policy"**, which was introduced for female and male civil servants in 1969, and of **"part-time work for reasons of labour market policy"**, which was launched in 1980.

The Act Reforming Public Service Law, which has been in effect since 1 July 1997, introduced part-time work upon application without preconditions. This makes to possible to employ female and male civil servants on a part-time basis, upon their request and without their having to fulfil any other prerequisites - provided that there are no official reasons which would forbid this.
In addition, part-time work for reasons of family policy is still offered, and can now be claimed for up to 12 years with less than 50% of the regular working hours. Owing to the more extensive regulations now in force, there is no longer any need for regulations concerning part-time work for reasons of labour market policy.

The **career situation of women in the civil service has continued to improve in recent years**:

The proportion of women among the total number of employees in the civil service has risen constantly. According to the figures from the Federal Statistical Office, a good 2.6 million women were employed in the public sector in 1996. The female proportion of the total number of staff has risen again, from 46.8 % in 1991 to 50.0% in 1996.

The Federal authorities employed a total of 7,577 female and male applicants in 1996 - 3,406 women (45.0%) and 4,171 men (55.0%). Just under 40% of the new appointments in the higher intermediate service were women, and almost 50% in the higher service.

As the proportion of women employed in the higher intermediate service was a mere 9.1%, the new recruitment ratio of just under 40% marks further progress.

10.3 Act Amending the Maternity Protection Act

The Maternity Protection Act contains **special protective provisions** for pregnant women in employment. For instance, the mother-to-be may not be employed if, according to a certificate from her doctor, this could threaten her life or that of the child. Pregnant women may not perform heavy physical labour, need not do piece-work or work on assembly lines or handle any jobs which expose them to accident risks or harmful influences (radiation, dust, gases, vapours, noise, vibration, heat, cold or damp, etc.).

In the last six weeks before the expected date of delivery, pregnant women do not need to work, unless they expressly wish to do so. Employment is absolutely forbidden during the first eight weeks after giving birth. Mothers having multiple births have a maternity protection period of 12 weeks after delivery. Similarly, mothers of premature babies also have a 12-week protection period and, since the 1997 **Act Amending the Maternity Protection Act**, an additional extension in individual cases corresponding to the period by which the protection period before delivery was shortened by the premature birth. If the mother returns to work while still breastfeeding, she must be given the opportunity to do so.

Domestic staff have also enjoyed full maternity protection since the beginning of 1997.

During the **maternity protection periods**, female employees who are insured under the statutory health insurance system and fulfil the other insurance conditions receive a **maternity allowance** of up to DM 25 per calendar day. The difference between this and the previous net wage is paid by the employer as a supplement to the maternity allowance. Female employees with private insurance receive the same supplement. However, their maternity allowance - at the expense of the Federal Government - only amounts to a total of DM 400 (from the Federal Insurance Office in Berlin).

To avoid small businesses with up to 20 (possibly 30) employees being excessively burdened by the costs of maternity protection (employer's supplement to the maternity allowance and continuation of wage payments owing to existing bans on employment), there is **a compensation procedure pursuant to the Act on the Continued Payment of Wages**. Since early 1997, their corresponding expenses have been completely reimbursed (often only approx. 60% to 70% under the previous law). Financing is based on an assessment system. All small businesses are subject to contribution payments, regardless of the proportion of women employed.

Maternity protection is supplemented by the Federal Child-Raising Benefit Act, which defines the amount and duration of **child-raising benefit** and the duration of **child-raising leave**.

10.4 Gender-specific differences in income

The **statutory regulations** concerning equal wages are unequivocal. The most important legal basis is Art. 119 of the EC Treaty, which is directly applicable law and was **once more substantially improved by the EU Government Conference in June 1997**: the principle of equal pay for equal work was extended to include equivalent work. **In Germany**, the legal basis is not only Art. 3 Para. 2 Basic Law, but also Art. 612 Para. 3 Sentence 2 BGB, which, since the statutory clarification in the EC Adjustment Law of 1980, has **expressly contained the principle "equal pay for equivalent work"**. The trade unions and the employer associations are also bound to this principle when drawing up the collective wage agreements, as are the employers and works councils when formulating shop agreements. Moreover, the decisions of the European Court of Justice and the labour courts have also made a major contribution to the development of principles regarding what is meant by equal and equivalent work, and particularly also regarding the prerequisites under which different payment is to be regarded as direct discrimination.

Despite the statutory regulations, there are still major statistical differences between the average earnings of men and women in the Federal Republic of Germany, although these cannot be regarded as evidence of general discrimination. According to comparative statistics for the EU, also including part-time jobs, women in the Federal Republic of Germany achieve 73% of the income earned by men. Direct wage discrimination is less and less the reason for the differences in income. The reasons for the lower incomes of women are manifold and are associated with the division of the labour market, which is still gender-sensitive: women are less common than men in middle and high-level executive positions, and they are more often employed below their qualifications. They are more common in branches of industry and commerce with lower earnings, where many occupations typical for women are to be found. Women do less overtime than men and less often have jobs for which bonuses are paid because of the burdens (e.g. dirt, noise). Also, they are less often employed as shift workers and thus do not earn the extra pay attaching to shift work. Not least, owing to the time spent raising children, women have fewer years of employment on their records and far more women are engaged in part-time work than men.

Another reason for the poorer pay of women could also be the categorisation systems used in collective wage agreements and companies and in the associated assessment of work. The question as to the **equivalence of work** is of major importance in this context, although there is no generally recognised, objective yardstick for it.

The Federal Government has already taken various steps to reduce structural discrimination against women in the field of employment. However, **under German law, it has no possibility for direct regulation or intervention** in wage matters. The question of how work is rated is the exclusive responsibility of the two sides of industry, owing to the collective bargaining autonomy guaranteed by the Basic Law.

Mainly as a result of pressure from the women's organisations in the trade unions, so-called upgrading campaigns have been and are being carried out for typical women's occupations, e.g. for female kindergarten staff, cleaners and typists. In this context, it is also a question of increased recognition in working life of skills acquired in the family. The German Bundestag and the Federal Government have taken up the problem of realising the principle of equal wages in the collective wage agreements ever since the ban on wage discrimination by the Federal Labour Court in 1955.

Since 1969, the Federal Government has submitted ten reports on this subject to the German Bundestag, most recently in November 1995.The Federal Government is of the opinion that the existence of certain controversial wage group descriptions in a small number of collective wage agreements is in itself no indication of whether or not women's work is actually underrated in the respective wage sector.

10.5 Reconciliation of family and career/Labour market policy for women

The following additions can be made as an update to the previous Report:

1. Reconciliation of family and career

The **Act Reforming Public Service Law**, which entered into force on 1 July 1997, introduced, among other things, **part-time work upon application without preconditions**. Moreover, the Act expands part-time work for reasons of family policy in that male and female civil servants can also work in part-time employment for less than 50% of the regular working hours in order to care for children or for relatives in need of nursing.

In 1994, the collective bargaining parties also expanded the framework collective agreements for employees in the public service to include a regulation extending the possibilities of **part-time employment for family reasons**. The Working Hours Act, which came into force on 1 July 1994, improves the options regarding flexible working hours.

The abolition in unemployment insurance of the social security threshold in terms of the length of working hours by the **1997 Labour Promotion Reform Act** expanded the social protection of part-time jobs.

Following entry into force of **Book II of the Social Security Code on 1 January 1998**, the insurance protection of employees having several part-time jobs subject to compulsory social insurance will be expanded by the introduction of part-time unemployment benefit.

As part of the Federal Government's "mobile time offensive", which focuses on the creation of additional jobs, particularly also for men, by increasing the flexibility of working hours, as well as the better reconcilability of family and career, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has been running the **pilot project "Advice on mobile time - Qualified part-time work for women and men"** since May 1995. The aim of the project is to promote the spread of qualified part-time work, i.e. particularly in specialist and executive positions, in the private sector. Interested companies are offered competent advice when developing and organising tailor-made part-time models. The concepts are elaborated in collaboration with personnel management, the works council and interested employees. Roughly 100 large, medium-sized and small companies from various sectors are involved. The experience gained by the companies when introducing qualified part-time work is currently being documented and will be made available to other interested companies once the project has been concluded (July

1998). The first report on the experience gained with the pilot project is already available. An expert conference, initiated by the Federal Ministry for Women and to be held on 12 March 1998, will present the initial results for discussion with representatives from companies, employer and employee organisations and the interested professional public. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth will be publishing a brochure on the subject of "Mobile time for professionals and executive is worth while" in April 1998.

Furthermore, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has been promoting the **pilot project "Counselling offers on the improved reconciliation of family and career in small and medium-sized companies"** since 1994. This programme was sponsored by chambers of industry and commerce and a private-sector education centre which, owing to their services for commercial businesses, have close contacts with local industry and commerce, as well as access to some of the employees. The focus of the information and advice offered was on flexible forms of work and mobile time models which cater both to the family-related wishes and needs of the employees and to the employer's interest in improving the structuring of company time. The pilot project was concluded in 1997 and a detailed project report is available. It confirms that there is no contradiction between pro-family working hours and competitiveness.

In the context of this project, a **professional congress** entitled "Pro-family working hours and competitiveness - (Not) A contradiction?" was held on 19 September 1996, when the latest results of the pilot programme were presented in order to document the practicability of family-oriented and competition-promoting changes in working hours in small and medium-sized businesses. The pilot project received a total of DM 3.6 million in promotion funds and was concluded in 1997. The detailed project report shows that pro-family working hours and competitiveness are not contradictory in terms.

In addition, a **pilot project** studying the **impact of telework on families** was also started in 1997. This project is to run for two-and-a-half years and aims to find out how a telework job can improve the reconciliation of family and career for the employees, while at the same time benefiting the companies. In a second stage of the project, practice-oriented guidelines for action and checklists are to be compiled for the companies and employees interested in family-oriented telework.

In 1996, the Federal Government repeated the nationwide competition **"The pro-family company"**, which was first organised in 1993. This competition honours companies which have particularly family-oriented working conditions. The second competition was held under the auspices of the Federal President. 215 companies took part, almost twice as many as in the first competition in 1993. The prize-winners were determined by an impartial jury consisting of representatives of industry and commerce, the family and women's associations, the Federal Institute for Employment and the media. In addition to the three prize-winners, another 24 entrants reached the final round. The award ceremony was held on 9 December 1996 in the presence of the Federal President. In 1996, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth published the **results of the competition** in a **handbook "Pro-family measures in companies"**, which documents a **host of positive examples from practical business** and points out pertinent regulations in collective wage agreements and shop agreements. The next competition is scheduled to take place in the year 2000.

The new labour promotion law, which will enter into force as Book III of the Social Security Code (SGB III) on 1.1.1998, contains major improvements for women who wish to return to their job after a period spent raising children. Women returning to work count among the groups of persons particularly in need of promotion. According to Art. 8 Para. 3 SGB III, the duration, content and organisation of active labour promotion benefits are now to give consideration to the living situation of women and men who look after and raise children requiring supervision. The previously legal right to promotion by way of reintegration subsidies now also applies when returning to a previous employer. The improved employment of so-called training measures - a term encompassing various benefits for improving the prospects of reintegration - also benefits women return to their occupations. Continuing vocational education also takes the special situation of women returning to work into account: there are no longer any general time limits for them in this context.

Primarily in order to give women some initial assistance when returning to work after a period spent raising children, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has published the **"Back to work" guide** in cooperation with the Federal Institute for Employment. This guide is intended to reach women as soon as they interrupt their gainful employment and provides important decision-making aids and guidance.

From 1995 to 1997, the German Youth Institute ran the nationwide **pilot project "Company promotion of child care"** on behalf of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Hessian Ministry for the Environment, Energy, Youth, Family Affairs and Health. The project examined innovative networked solutions and cooperation models between the private sector and youth welfare institutions, the aim of which is not only to improve the reconciliation of family and gainful employment, but also to permit women and men equal rights in participating in these tasks in the interests of the promotion of women. The study focused on the social and educational quality of company-promoted child care, its impact on the companies and the socio-political consequences. In addition, a nationwide review of company-promoted child care was compiled.

In April 1998, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth published a **brochure** containing information on **the promotion of child care in companies**. It illustrates how the individual companies can contribute to improving and expanding the child care service offered to their employees. A table in the appendix to the brochure assists in calculating the in-house costs, as well as in weighing up the costs and benefits. Furthermore, the brochure includes a list of addresses of supraregional institutions which can name regional contacts. This brochure is a result of the pilot project **"Coordination and advisory centre for company-promoted child care"** (KoBeKi), an advisory centre for industry and commerce in Berlin. The results of the nationwide "The pro-family company" competition were also taken into account.

In the **new Federal Länder, the income limits** for the entitlement to **child-raising benefit** still **played a relatively minor role**. In 1996, 82.6% (previous Report: 86.5%) of the entitled persons continued to receive the full child-raising allowance of DM 600.00 per month even after the child reached the age of six months. The figure in the old Federal Länder was 45.25% (1994: 53.1%).

As in the past, child-raising benefit and child-raising leave are predominantly claimed by the mothers. In 1996, only 1.7% (12,373) of the recipients of child-raising benefit were fathers (1994: 2.2%; 16,920). Of the parents taking child-raising leave in 1996, 1.2% (4,601) were fathers (1994: 1.5%; 6,049).

The total number of recipients of child-raising benefit in 1996 was 725,468 (92.49% of the potentially entitled total; 1994: 788,562).
398,374 women and men took child-raising leave following the birth of a child in 1996 (1994: 412,699).

From 1990 to 1996, **measures for facilitating women's return to work after the child-raising phase or following unemployment** were promoted in the context of a **pilot programme**. Subsidies were granted to companies, particularly small and medium-sized companies, for the familiarisation and qualification of women returning to work, in order to compensate for qualification deficits arising as a result of new equipment, changed job descriptions and developments in subject-specific knowledge.

The final report of the scientific evaluation will be available in mid-1998.

In the context of the **pilot project "Counselling offers and counselling facilities for women returning to work"** a total of 17 counselling centres for women were promoted in the old Federal Länder between 1989 and 1994.

From 1991 onwards, a counselling centre offering decentralised counselling and information services was also set up in each of the five new Federal Länder. The final report is available.

2. Labour market policy for women - Federal Government pilot projects

The Federal Programme for the Promotion of Non-Profitmaking Temporary Employment Firms ended on 31 December 1996. In the framework of a **pilot project**, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is currently testing **temporary employment firms as an instrument of labour market policy for the vocational reintegration of women**: in order to facilitate women's access to the regular labour market, START-Zeitarbeit NRW has, since 1.9.1996, been acting on behalf of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth in order to test and analyse the instrument of temporary employment firms as regards additional potentials for supporting the vocational reintegration of women from the point of view of women's affairs and family policy. To this end, there have been additional female personnel schedulers at the START offices in Bielefeld, Bonn, Cologne, Duisburg, Düsseldorf, Hagen, Paderborn and Wuppertal with the aim of placing women in permanent jobs with companies and enterprises via the instrument of temping and of balancing the conditions and interests between employers and women returning to work in order to structure the return to work in a family-oriented fashion. The project was launched in 1996 and has been prolonged until mid-1999.

As of 1.1.1998, the new Federal Länder will also be integrated in this pilot project for three years via the Gesellschaft für Arbeitnehmerüberlassung in Thuringia.

In addition to the targeted use of the instruments of labour market policy - for example, 1.8 million women were promoted in job creation schemes and measures for continuing vocational education and retraining alone between 1994 and 1997 - new approaches for improving the

employment situation of women have been undergoing testing since 1993 in the context of the pilot project **"New ways of creating jobs"**. The aim of this project is to use methods of community work and to cooperate closely with regional institutions for the promotion of industry and commerce and other local government institutions in a total of four rural districts in the new Federal Länder, in order to activate the population, lastingly strengthen industry and commerce and create new jobs. The project was prolonged until 1998 with the financial participation of the Federal Länder. So far, over 500 jobs have been created, some of which are not dependent on subsidies. Against the backdrop of this development, the question is currently being examined as to whether and to what extent permanent structures in regional development can be established in the model rural districts, but also in other regions, on the basis of this pilot project.
A profitability analysis of the social procedures and methods used in the context of the project, which compares the services rendered with the costs incurred, on the one hand, and with the economic benefit of this work, on the other hand, revealed a high yield which even stands up to comparison with the money market.

In the new few years, some 300,000 to 700,000 medium,-sized companies will be faced by the need to find a successor to take over the business. In the context of a joint initiative of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, the Deutsche Ausgleichsbank, the Deutscher Industrie- und Handelstag and the Zentralverband des Deutschen Handwerks, particular importance is to be attached to **succession as a form of setting up in business or self-employment of women**. The participation of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth in this joint initiative reflects the "mainstreaming" strategy of the 4th World Conference on Women in Beijing.

From autumn 1993, more than 400 companies from all branches of industry in the new Federal Länder took part in the pilot project **Practice-oriented qualification of women for executive positions**, which offered both employed and unemployed women with an academic background not only new professional subject matter, but also behaviour-oriented measures for strengthening and expanding their ability to act and assert themselves. The project, which came to an end on 31.08.1996 and focused on the company as a centre of learning, was implemented by private-sector training facilities. It clearly revealed that practice-oriented continuing education has a positive impact both on safeguarding jobs and on women's opportunities for promotion. This presupposed the coordination and harmonisation of the interests of the companies and the career prospects of the participating women.

The final report was published in 1997.

10.6 The right to social security

The following additions can be made as an update to the previous Report:

At the moment, roughly 6 million mothers in the old Federal Länder **benefit from the child-raising regulations in pensions law** at an annual cost of about DM 7 billion.

More than DM 40 billion were spent on this in the old Federal Länder between 1986 and 1996. The pension income from one year of child-raising currently amounts to more than DM 35.00 per month, meaning that a pension income of more than DM 105.00 per month accrues from the raising of a child born after 1992. For comparison: an employed person has to pay contributions of DM 682.00 per month for 3 years, i.e. more than DM 24,000.00, in order to achieve the same pension income.

The draft of a **1999 Pension Reform Act** adopted by the German Bundestag on 10.10.1997 provides for a further improvement in the recognition of child-raising periods in the statutory health insurance system. The crediting of child-raising periods is to be gradually increased from 75% to 100% of the average income of all insureds. The details of crediting are as follows:

- as of 1 July 1998: 85% of the average income,
- as of 1 July 1999: 90% of the average income and
- as of 1 July 2000: 100% of the average income.

Child-raising and gainful employment are thus given equal treatment. The draft also makes provision for the additive crediting of child-raising periods and contribution-paying periods up to the assessment limit. This additive crediting avoids a situation where women who raise children and are gainfully employed at the same time only get their gainful employment credited towards their pension, and not their child-raising work (or only in part).

Today's female and male pensioners who have raised children are already to profit from these improved benefits.

These measures **cater to** the identical resolutions passed by the Bundestag and Bundesrat in 1991, as well as to **decisions of the Federal Constitutional Court**.

in the case of persons who, as a result of care activities, are not gainfully employed at all, or only for up to 30 hours per week, the **long-term care insurance system** pays contributions to the **statutory pension scheme** - between roughly DM 200 and DM 700 per month (as at July 1997), depending on the care category and the extent of the care activities - if the care activities take up at least 14 hours per week.

11. Article 12: Equal rights of men and women in the field of health care

> *Article 12*
> *1) States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.*
>
> *(2) Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connexion with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.*

The Federal Republic of Germany has a health system which legally guarantees the access of women and men to health services and facilities on a basis of equality. Regardless of sex, age or social status, everyone receives the necessary health services and benefits. Progress in medicine and medical technology equally benefits women and men. It must be borne in mind in this context that, to some extent, women are afflicted by different kinds of complaints and diseases. However, special gender-specific features can also arise as regards the course and impact of illness. Women to some extent react differently to health problems and thus also seek benefits and offers which cater to their needs.

The further development of health-related offers and benefits - also in relation to specific and health-related problems of women - is a task for all involved in the framework of our pluralistic health system. In particular, it is also the responsibility of the Länder and municipalities, the doctors and the self-administration borne by the social partners, independent providers, industry and commerce, science and the self-help organisations.

The following additions can be made as an update to the previous Report:

Needs specific to women in health policy

A scientific study commissioned by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth in 1996 is intended to provide data on the health situation of women in Germany. Its objective is to **document the health status of women in Western and Eastern Germany and identify the need for forms of counselling and therapy specific to women**. The results will be available in 1999.

The fact that such a need exists is evidenced by the 20 **women's health centres** which have been set up in Germany in the past 20 years and cater to the growing need of women for preventive, specifically female health counselling. The **study "Women's health centres in the Federal Republic"** by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth examined forms of work, target groups and acceptance of these institutions, as well as possibilities for cooperation with health authorities and the medical profession. It was published in 1997 in No. 64 of the "Materials on Women's Issues" of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. The study essentially yielded the following results: The women's health centres represent an important supplement in the field of health care and preventive health care for women. Their work has made a major contribution to bringing knowledge of specifically female aspects of health to the attention of the public and into the standard practice of the health system. The objectives of the work of the women's health centres focus on strengthening the self-help concept.

The women's health centres offer a pluralistic programme for girls and women in the form of individual counselling, talks, courses, events and self-help groups.

The key fields are information, education and counselling work concerning gynaecological topics (cycle, pregnancy, contraception, infertility, sterilisation, menopause, forms of cancer specific to women), and also on psychosomatic and psychiatric problems, possibly forms of therapy, partnership conflicts, violence against women, addiction, Aids, etc.

Also of interest in terms of health policy is the fact that women consult a doctor more often than men and undergo in-patient treatment more frequently. Nevertheless, despite common prejudices, women are in no way off sick more than men. Women also seek medical assistance more often in the case of non-specific complaints and are quicker to resort to self-medication. They take more painkillers and psychotropic drugs than men - a trend which increases with age.

The interest of health policy in women is likewise aimed at gender-specific differences in the various spheres of life of women (social situation, working world, family, etc.). Working on an interdepartmental basis, various Federal Ministries are pursuing corresponding approaches with the aim of improving health and activity up to an old age.

The **transnational further development and networking of female-specific approaches in health counselling and preventive health care** is the subject of a project being promoted by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth in the context of the Medium-Term Action Programme of the EU in 1997/98.

The mortality statistics and their life expectancies are regarded as an important indicator for the overall health situation, as are the maternal and infant mortality rates.

The **life expectancy of women** in the Federal Republic of Germany has risen from 71 years in 1951 to 79.5 years in 1995 and is 6.5 years higher than that of men.

The maternal and infant mortality rates have continued to decline in recent years. **Maternal mortality** (deaths resulting from complications during pregnancy, delivery and in childbed per 100,000 live births) amounted to 5.5 in 1993 (1987: 8.7; 1979: 22.0). In 1970, it was still more than six time higher in the old Federal Länder with a figure of 51.8.

Infant mortality reached the lowest level since the war in 1996, with only five babies per 1,000 live births dying in the first year of life.

This development is probably due, among other things, to the utilisation of the check-up examinations for pregnant women, newborns, infants and toddlers introduced by the statutory health insurance companies in 1966.

Pregnant women receive a "maternity card" for ten check-up examinations from their doctor. In the case of women who do not have health insurance and live on a low income, the costs for the check-up examinations of the pregnant woman are borne by the Social Services Office. The free **counselling service for mothers** offered by the Health Offices of the public health service are also of great importance. The programme includes information on matters concerning the mother's diet, advice and help with breast-feeding problems, prophylactic vaccinations, prevention of rickets and caries, early detection of disabilities, particularly in high-risk children, early detection of diseases and emotional and physical developmental disorders. These counselling centres for mothers are particularly important for the counselling of foreign families and for mothers in difficult social circumstances.

The work of the **German Mothers' Convalescence and Recuperation Scheme** for mothers with children also represents an important key field. In this context, the utilisation of mother-and-child cures as opposed to cures purely for mothers has increased in recent years. The costs have risen from approx. DM 160 million in 1991 to DM 670 million in 1996. Only in 1997 was there a slight drop in expenditure to roughly DM 660 million. The facilities of the German Mothers' Convalescence and Recuperation Scheme are sponsored by the Associations of Voluntary Welfare Agencies and the churches. The Federal Government promotes the construction and maintenance of these institutions with DM 8 million per year. If necessary, donations to the German Mothers' Convalescance and Recuperation Scheme are also available.

The cure programme is specifically tailored to mothers and comprises a holistic psychosocial health programme, where the medical treatment is supported by individual and group discussions concerning the manifold stresses and problems of everyday life and ways of coping with them. 130 rest homes, including 100 mother-and-child rest homes (15 mother-and-child rest homes have been set up in the new Federal Lander since 1992), are currently available. They offer approx. 61,500 places for mothers and 62,700 places for children. Of these, over 11,000 cures are attributable to mothers with special problems (e.g. handicapped children). There are also special cures for mothers of mentally handicapped children.

Cures for mothers, and also mother-and-child cures, generally only have the desired effect if they are prepared and followed up. The **pilot project "Effectiveness, necessity and utilisation of medical and psychosocial care institutions for women and mothers with children" (1993)** served to improve cures for mothers and mother-and-child cures by developing criteria on the basis of which preparations and follow-ups can be carried out on a standardised basis throughout the country. The project, which was promoted by the Federal Ministry for Women, was implemented at six locations in Lower Saxony. The results are available as No. 126 of the special series of publications by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (2nd Edition 1996).

For more details on **pregnancy counselling and abortion**, see II 2. Act Amending the Act of Assistance for Pregnant Women and Families.

Eating disorders

Women are increasingly affected by dependence and addictive behaviour. However, the causes and forms of female dependence differ from the addictive behaviour of men in many respects.

Eating disorders, i.e. anorexia or bulimia, are statistically the third most common form of dependence among women, after alcohol and drug dependence. Young women and girls are particularly affected in this context. The attending physicians and psychologists assume that **eating disorders are a typically female form of evasive behaviour** when confronted with pressing problems. Exaggerated notions of slimness and attractiveness, along with problems with the gender role of being a woman in puberty, are often the reasons for eating pattern disorders which can be a major threat to the overall development of the young women.

In the field of gender-specific prevention programmes, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth promoted the **pilot project "How slim must I be to be loved?"** from 1992 to 1995. The marked differences in terms of the causes, extent and manifestations of dependence in women and men necessitate gender-**specific therapy facilities**, particularly as women often fall into addiction in an attempt to solve not only the problems of their own specific life story, but also conflicts arising from their being a woman.

HIV infection and AIDS

Women are less frequently affected by HIV/AIDS than men. Their proportion of the total number of 50,000 to 60,000 persons in the Federal republic of Germany infected with HIV since the start of the epidemic is approx. 20%. The proportion of women among the 17,048 cases of full-blown AIDS reported by 30 December 1997 is 11%. Just under half of the women who have so far developed AIDS became infected as a result of intravenous drug consumption. The increase in transmission via heterosexual contacts is slow, but continuous in the course of the years. Most of the women affected by HIV/AIDS are between the ages of 20 and 40.

The epidemiological trend shows that there is a special need for support and care programmes for women, e.g. in the context of preventive health care for pregnant women/obstetrics, and that prevention is particularly in demand for female drug addicts.

The **pilot programme "AIDS and children"**, as part of the immediate programme of the Federal Government for combating AIDS, encompassed a wide range of psychosocial and medical support services for children with HIV and AIDS and their mothers. The accompanying research served to develop and implement improved concepts for diagnosis and treatment. Outside the clinical sector, social workers and psychologists looked after mothers and children, as well as the necessary assistance, particularly in the youth sector.

The **pilot programme "AIDS and women"**, which ended in 1993, mainly involved prevention and support measures for women in various situations in life. This included both improvements in medical and gynaecological support of infected women and also psychosocial and psychotherapeutic counselling and help. The development of appropriate care structures particularly related to the group of female drug addicts and prostitutes. In AIDS **education**, media are geared to topics specific to women. Generally speaking, public surveys indicate that women are just as well informed as men. Younger women generally consider themselves to be better informed than older women.

Through the joint efforts of the Federal Ministry of Health, the Länder of Saxony, Brandenburg, Mecklenburg-Western Pomerania, the European Commission and the WHO, the **pilot project "Streetwork for HIV/AIDS prevention on the borders to Poland and the Czech Republic"** was launched at the end of 1993. It involved binational teams of female social workers, who directly addressed the prostitutes with their prevention messages and programmes, and who were also involved in establishing a network of counselling and support on both sides of the borders. This was designed to cater to the special needs of the prostitutes - most of whom are very young and not professionals - in relation to the psychosocial and medical handling of HIV/AIDS and other sexually transmitted diseases. The EU Commission is continuing to promote projects in border regions owing to their special significance.

The **Women and AIDS Network**, which was established in 1992, offers personal, practical and political support in all matters connected with women and AIDS. The network today interconnects more than a hundred female multipliers throughout Germany.

12. Article 13: Equal rights of women and men in the economic, social and cultural fields

> *Article 13*
> *States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:*
>
> *a) The right to family benefits;*
>
> *b) The right to bank loans, mortgages and other forms of financial credit;*
>
> *c) The right to participate in recreational activities, sports and all aspects of cultural life.*

The following additions can be made as an update to the previous Report:

Anyone who raises children renders a service to society as a whole. The fundamental objective of the **equalisation of family benefits and services** (see also Appendix II) - which the Federal Government has reorganised in recent years and intends to expand within the bounds of the financial possibilities in the coming years - is to give recognition of this service and relieve the parents of some of the costs they have to bear for their children. It primarily consists of child benefit or child allowance and specific tax relief. Other assistance provided by the state includes child-raising benefit, training assistance measures and the crediting of child-raising periods in the statutory pension insurance system. The **child benefit** has been raised substantially in recent years. Since 1 January 1997, it has been DM 220 per month each for the first and second child, DM 300 for the third child and DM 350 per month for each additional child.The child benefit is paid monthly in the form of a tax rebate, regardless of the income of the parents. Child benefit is available for all children up to the age of 18, for children in training up to the age of 27, for unemployed children up to the age of 21 and for an unlimited period for children who are incapable of maintaining themselves because of a disability. The child benefit for a child over the age of 18 is no longer payable if the child's own income (earnings and subsidies) exceeds DM 12,000 in the calendar year. This limit does not apply to handicapped children who are incapable of maintaining themselves.

Moreover, expenditure on children can also be taken into consideration fiscally by way of allowances in connection with wage and income tax.

The **child allowance** was raised to DM 6,912 per year as of 1 January 1997. However, only child benefit or child allowance is granted, not both.

In addition to the child allowance or the child benefit, a **training allowance** can also be taken into account. It amounts to DM 2,400 per year for children over the age of 18 who still live at home. If the son or daughter has outside accommodation, the allowance is DM 4,200 per year. It is DM 1,800 if the children are under 18 and do not live at home. Personal income and subsidies received by the child, e.g. from scholarships or other training grants from public funds, are credited to the training allowances.

Following the entry into force of the 1997 Annual Tax Law, private households can deduct the costs of a **domestic help** subject to compulsory social insurance from their taxes **as special expenses** up to a sum of DM 18,000 (previously DM 12,000). The group of entitled persons has been expanded to cover all households, either with or without children.

A new regulation concerning the fiscal **promotion of owner-occupied housing** came into effect at the start of 1996. The previous, income-dependent promotion under Art. 10e of the Income Tax Act was replaced by an allowance regulations which is independent of income and thus equal for all households and better for persons on a relatively low income. The so-called owner-occupied homes premium is paid annually for eight years. It encompasses not only the basic promotion (a maximum of DM 5,000 per year for new buildings and a maximum of DM 2,500 for old buildings) and ecological premiums, but also a child premium (instead of the previous building allowance for children) of DM 1,500 per child and year. As under the old regulations, the owner-occupied home allowance is only paid if the income does not exceed the limits of DM 240,000 for married couples and DM 120,000 for single persons. The income is examined in the year of application and the promotion is paid for eight years.

The **housing allowance** is paid to tenants as a subsidy towards the rent and to owners of housing as a subsidy towards the costs in the event that the expenditure for suitable housing is unreasonable in relation to the household income. The amount of the housing allowance is governed by the reference rent level of the municipality, the completion date of the housing, the income, the size of the family and the imputable rent. At the end of 1995, roughly 6% of all private households in the old Federal Länder and roughly 9% in the new Federal Länder were receiving housing allowance, including a considerable proportion of elderly women living alone. Moreover, the Housing Allowance Act provides for a tax-free allowance for single parents, this primarily benefiting younger mothers. As the proportion of subsidised housing in the new Federal Länder has declined considerably in the meantime, the Housing Allowance Act has again been applied uniformly in all Federal Länder since 1 January 1997, apart from a few special regulations.

If public funds from state-assisted housing schemes are granted for building an owner-occupied house or freehold flat, families and single persons with children who belong to the family household and are to be taken into consideration for tax purposes can receive a **supplementary family loan**. This amounts to DM 2,000 for one child, DM 4,000 for two children and DM 7,000 for three children; the supplementary family loan rises by DM 5,000 for every additional child. The supplementary family loan is also increased by DM 2,000 for each severely disabled person belonging to the household. Parents of the builder-owners belonging to the family household can also be taken into consideration. Whether and to what extent housing construction is promoted depends on the promotion regulations of the individual Federal Länder. Certain limits apply in the context, based on the Second Housing Construction Act.

The **taxation of married couples** under tax law also indirectly benefits the woman in the family. Spouses living together can select joint assessment, in which case the income tax is determined by the splitting method. It assesses the spouses as though each had achieved half the joint income. This means that, compared to separate assessment, married couples with different income levels ultimately pay less tax.

Today, there are clearly far more women in executive positions in **cultural policy and administration**. More than one-quarter of the departments of cultural affairs in major Western German cities, including Cologne, Frankfurt, Bremen, Nuremberg, Bochum and Wuppertal, were headed by a female director of cultural affairs or senator of cultural affairs in 1995. In the cultural administrations, too, the proportion of women in 1994/95 was five times higher than in 1980/81, for example, reaching a figure of 25%. At 44%, it was even higher in medium-sized towns (up to 100,000 inhabitants) in the new Federal Länder in 1995.

A special analysis of the **Handbook of Cultural Affairs Prizes**, published in 1994 on behalf of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, shows that the **proportion of women among the prize-winners** is very low at 27%. The major prizes and the higher prize moneys generally go to men. Women primarily receive prizes in the form of grants or sponsorships. Men have a 3 : 1 majority in the award committees. The situation is somewhat better in the case of public prize sponsors, particularly the Federal Government and major cities, where women make up one-third of the committees.

However, in the last 15 years, there has at least been a slight increase in the proportion of female prize-winners and a substantial improvement in the proportion of female jury members. There are nowadays 25 **purely women's prizes**. For instance, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, in cooperation with the National Association of Creative Artists and the Women's Museum in Bonn, has been running a competition for the

Gabriele Münter Prize for female creative artists over the age of 40 every three years since 1994. It carries DM 40,000 in prize money and honour the life work of professional female artists over the age of 40, who often initially deferred their own artistic careers for the benefit of family life and work.

According to the 1995 study "Women in the culture and media business", the proportion of women among the exhibition participants has levelled out at just below one-quarter since the mid-1980s.

Despite more or less balanced proportions of women among the students, women are not significantly more strongly represented in **music** than 20 years ago. Their proportion of gainfully employed musicians is still only just above one-quarter, while it is roughly 45% in the theatrical professions. Women are comparatively strongly represented among church musicians and instrumental or orchestral musicians, where they account for roughly one-third. In contrast, the occupations of conductor, choir leader and composer are still clearly dominated by men.

Compositions by women still attract little attention in the media. However, there have been increasing efforts in recent years to help the musical creations of women receive the public recognition they deserve. Worthy of mention in this context is the international contest for female composers, which has been held at irregular intervals since 1950.

The proportion of female authors in 1994 was just under one-quarter. The proportion of women among the authors and translators of belletristic and dramatic **literature** is 41%. Just under one-third of the new publications in fiction and non-fiction literature were written by women.

13. Article 14: Equal rights of rural women and men

Article 14
(1) States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.

(2) States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

a) To participate in the elaboration and implementation of development planning at all levels;

b) To have access to adequate health care facilities, including information, counselling and services in family planning;

c) To benefit directly from social security programmes;

d) To obtain all types of training and education, formal and non-formal, including that relating to functional literary, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

e) To organize self-help groups and cooperatives in order to obtain equal access to economic opportunities through employment or self-employment;

f) To participate in all community activities;

g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

No addition to the previous Report and to I 4.

14. Article 15: Equal treatment of women and men in terms of legal capacity and choice of place of residence

Article 15
(1) States Parties shall accord to women equality with men before the law.

(2) States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

(3) States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.

(4) States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

No addition to the previous Report. As already described in the First Report, women and men have the same rights in these sectors.

15. Article 16: Equal rights of women and men in all matters relating to marriage and family relations

> *Article 16*
> *(1) States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:*
>
> *a) The same right to enter into marriage;*
>
> *b) The same right to freely choose a spouse and to enter into marriage only with their free and full consent;*
>
> *c) The same rights and responsibilities during marriage and its dissolution;*
>
> *d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;*
>
> *e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;*
>
> *f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;*
>
> *g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;*
>
> *h) The same rights for both spouses in respect of ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.*
>
> *(2) The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.*

The following additions can be made as an update to the previous Report:

There have been extensive reforms of matrimonial and family law in Germany.

The Act Reforming Marriage Law (Marriage Law Act), **which enters into force on 1 July 1998,** has repealed the ban, prevously applicable to women, on marriage during the prescribed "waiting period". Even under the previous law, the ban on marriage during the waiting period - a woman was not supposed to re-marry within ten months of the dissolution or annulment of her previous marriage, unless she had born a child in the meantime - was hardly every applied anyway, as the registrars granted an exemption almost without exception. The inappropriate ban on marriage during the prescribed waiting period has been eliminated for this reason.

The Act Reforming the Law of Parent and Child, which was adopted by the German Bundestag on 25 September 1997 and approved by the Bundesrat on 17 October 1997, brought about a fundamental **reform of the law of parent and child**. It will enter into force on 1 July 1998.

The main objectives of the reform are as follows:

- The rights of the children are to be improved and the well-being of the children promoted in the best possible way.

- The legal positions of the parents are also improved and protected against unnecessary state intervention, provided this is compatible with the well-being of the children.
- Legal differences between legitimate and illegitimate children, which still exist in some sectors, are eliminated to the greatest possible extent.

The regulations mainly relate to parentage law, the law on parental care and rights of access, the maintenance of a mother not married to the father of the child, the law on family names, the law on adoption and the law concerning court proceedings in matters relating to the law of parent and child.

In contrast to the previous law, the new **parentage law** no longer assumes that a child born within a certain period after the divorce or annulment of a marriage is from the mother's former husband. This imputation of paternity proved to be unrealistic in practice - partly also because of the year of separation usually preceding the divorce - and led to a large number of petitions to have a child declared illegitimate.

Also, children born while divorce proceedings are pending, who are thus imputed to the previous husband of the mother, can in future be deemed to be children of the new partner in a simpler manner. The prerequisite for the elimination of the paternity of the previous husband will be that all those involved consent to the recognition of paternity by the new partner of the mother. The rights of the child's mother are strengthened. In future, she is to have to consent to the recognition of paternity (and no longer the child, who is currently regularly represented by the Youth Welfare Office as the statutory ex officio guardian in the old Federal Länder).While the mother today has a right to petition to have a child declared illegitimate, she is in future to have a right to contest paternity in all instances.

The previous **law on parental care and rights of access** did not provide for joint care by parents who are not married to one another. The father of an illegitimate child could only obtain parental care by way of a declaration of paternity, in which case, however, the mother lost the parental care. The reform of the law of parent and child now also gives unmarried parents the possibility of establishing joint parental care. The prerequisite for this is that the parents make a corresponding declaration of parental care. Otherwise, the mother is entitled to the right of parental care. New regulations on parental care following separation and divorce are also intended to strengthen the joint responsibility of the parents. In future, the parents will retain the joint rightof parental care in these cases, unless one of the parents applies for granting of the sole right of parental care.

The **maintenance** which the mother of an illegitimate child can claim from the father has been expanded in terms of the prerequisites for a claim and the duration of the claim as of 1 October 1995 under the Act Amending the Act on Assistance for Pregnant Women and Families. Under the Act Reforming the Law of Parent and Child, maintenance payments can be granted for longer than the existing 3-year limit under certain circumstances.

The Act Reforming the Law of Parent and Child also aims at **further development of the existing law on family names**, which was described in the previous Report. If the parents bear a common family name, the child is also given this married name at birth. Additionally, the law on family names is in future to be geared not to a distinction between legitimate and illegitimate birth, but to the parental care for the child. If only one parent is entitled to the right of parental care, the child is to be given the name of this parent as its name at birth by operation of law. If the parents have joint parental care, they can choose the name of the father or the name of the mother as the child's name at birth.

The Act Abolishing Statutory Ex Officio Guardianship and Reforming the Right to Legal Assistance **(Legal Assistance Act)**, which was likewise passed on 25 September 1997, provides for further strengthening of the position of the woman. The law previously existing in the old Federal Länder was such that, following the birth of an illegitimate child, the Youth Welfare Office regularly became the child's guardian for certain spheres of activity by operation of law, e.g. for establishing paternity, pressing maintenance claims and the settlement of the child's rights of inheritance and to compulsory portions in the event of the death of the father or his relatives. This does not apply in the new Federal Länder, where the assistance offered is often felt to be inadequate. Upon its abolition, ex officio guardianship will be replaced by legal assistance from the Youth Welfare Office, which will be responsible for establishing paternity and pressing maintenance claims. This assistance can be applied for by all parents with sole right of parental care.

The reform laws described comprehensively cater to the principle of equal rights for men and women.

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Appendix I: Tables and charts

Population in Germany

Table 1.1.: Age structure (status: 31.12.1996)

Age from ...... to under years	Female		Male	
	Absolute	Percentage of total population	Absolute	Percentage of total population
0 - under 18	7.7 million	9.4%	8.2 million	10.0%
18 - under 45	15.8 million	19.2%	16.7 million	20.4%
45 - under 65	10.4 million	12.6%	10.4 million	12.6%
65 and older	8.2 million	10.0%	4.7 million	5.7%

Total number of persons: 82,012,162 = 100%

Table 1.2.: Marital status of the female population

Marital status	Number of women		Percentage of female population
Single	15.4 million	=	37.4%
Married	19.0 million	=	45.1%
Widowed	5.4 million	=	12.9%
Divorced	2.3 million	=	5.4%

Total number of females: 42,057,327 = 100%

Table 1.3.: Number of children per family (children under 16 years of age)

1988[1]	Married couples	Single parents
Total	5.96 million = 100%	952,000 = 100%
Number which have		
1 child	3.1 million = 51.4%	694,000 = 72.9%
2 children	2.2 million = 36.9%	207,000 = 21.8%
3 children	0.56 million = 9.3%	39,000 = 4.1%
4 and more children	0.14 million = 2.4%	11,000 = 1.2%
1993[2]		
Total	7.91 million = 100%	1.58 million = 100%
Number which have		
1 child	3.7 million = 47.0%	1,103,000 = 69.9%
2 children	3.2 million = 40.5%	377,000 = 23.9%
3 children	0.78 million = 9.9%	75,000 = 4.8%
4 and more children	0.21 million = 2.6%	23,000 = 1.5%
1996[2]		
Total	7.67 million = 100%	1.77 million = 100%
Number which have		
1 child	3.6 million = 46.4%	1,197,000 = 67.5%
2 children	3.1 million = 40.6%	455,000 = 25.7%
3 children	0.78 million = 10.2%	92,000 = 5.2%
4 and more children	0.22 million = 2.9%	28,000 = 1.6%

[1] Old Federal Länder
[2] Federal Republic of Germany

Women in public life

Table 2.1.: Number of women and men in top positions in supreme Federal authorities in 1986 and 1996

	Heads of sections			Heads of directorates			Heads of Departments			State Secretaries			Total		
	Women	Men	% women	Women	Men	% women	Women	Men	% women	Women	Men	% women	Women	Men	% women
1986①	81	2.046	**3.8**	8	300	2.6	-	139	-	-	26	-	89	2.517	**3.4**
1996②	191	1.826	**9.5**	22	281	7.3	2	137	**1.4**	3	25	**10.7**	218	2.269	**8.8**

① Source: *Frauen bei obersten Bundesbehörden am 30.06.1996* (Women in supreme Federal authorities on 30.06.1996) - Report by the Federal Ministry of the Interior (BMI)

② Survey conducted by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) at supreme authorities; effective date: 15.05.1996

Table 2.2.: Proportion of women in the Federal Government

Female Heads of Government	Female Ministers	Female Parliamentary State Secretaries	Female State Secretaries
0	2 out of 16[1] = 12.5%	4 out of 25[2] = 16%	1 out of 23 = 4.35%

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[1] Including the Head of the Federal Chancellery

[2] Including the two Ministers of State at the Federal Chancellery and the two Ministers of State at the Federal Foreign Office

Table 2.3.: Proportion of women in the governments of the Federal Länder

(Status: 31.12.1997)

Federal Land	Government		
	Female Ministers/Senators[3]	Female State Secretaries/State Councillors	Female Heads of Government Female Mayors
	in %	in %	
Baden-Württemberg	22.2	12.5[4]	0
Bavaria	22.2	22.2[5]	0
Berlin	40	14.3	0
Brandenburg	27.3	7.7	0
Bremen	28.6	7.1	0
Hamburg	54.5	25	0
Hesse	37.5	20	0
Lower Saxony	40	18.2	0
Mecklenburg-Western Pomerania	37.5[6]	10	0
North Rhine-Westphalia	16.7	14.3	0
Rhineland-Palatinate	25	16.7	0
Saarland	33.3	0[7]	0
Saxony	9.1	0[8]	0
Saxony-Anhalt	37.5	15.4	0
Schleswig-Holstein	33.3	33.3	1
Thuringia	22.2	10	0

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[3] Excluding the Minister-President or Mayor, even if additional ministerial or senatorial offices are held by the same person

[4] Including one State Secretary with cabinet rank in the representation of the Land to the Federation

[5] In Bavaria, all State Secretaries have cabinet rank

[6] There is also a female Parliamentary State Secretary, who holds the office of Commissioner for Women's Affairs and Equal Rights of the Land Government

[7] Including one State Secretary with cabinet rank (Head of the Land Chancellery)

[8] One position is currently vacant

Table 2.4.: Women in the political parties

Party	Total number of members			Proportion of women in percent				Status
	1988	1994/95	1976	1982/83	1988	1994/95	1996/97	
SPD	910,000	836,849	19.9	23.4	25.6	28.14	28.5	31.03.1997
CDU	715,600	675,106	18.5	21.4	22.5	24.9	24.9	31.03.1997
CSU	184,000	176,250	11.1	13.5	14.2	15.8	16.7	11.11.1997
F.D.P.	65,000	63,132	19.1	24.5	24.0	25.34	25	31.12.1996
GRÜNE	41,000	43,900	-	35.5	37.5	34	37.4	31.12.1996
PDS		121,000	-			55.5	45	31.12.1996

Table 2.5.: Proportion of women on the Federal Executive Committees of the parties, in %

Party	1985	1988/89	1994	1997
GRÜNE	30.0	54.4	55.56	55.55 Party Executive (incl. assessors)
SPD	17.5	35.0	42.2 Party Executive	46.66 Party Executive
			17.65 Federal Executive	38.46 Presidium
F.D.P.	10.8	21.2	16.67 Presidium	Presidium
			16.9 Federal Executive	Party Executive
CDU	15.8	20.0	26.7 Presidium	26.66 Presidium
			19.0 Federal Executive	33.33 Federal Executive
CSU	6.8	9.7	16.9 Party Executive	22.91 Party Executive
PDS			50 Federal Executive	50.0 Party Executive

Table 2.6.: Women in trade unions

Members	1976①	1980①	1988①	1994②	1996②	1997②
German Trade Union Federation (DGB) with 17 member trade unions:						
Total number of members	7,400,021	7,882,527	7,797,077	9,768,373	8,972,672	Results not yet available
Of which women	1,353,958	1,596,274	1,826,649	3,019,049	2,744,486	
Proportion of women in %	18.3	20.3	23.4	30.9	30.6	
Women on the executive committee	1	1	2 (of 9)	Fed. Exec.: 2	-	
German Salaried Employees' Union (DAG):						
Total number of members	471,840	494,874	496,832	520,709	501,009	489,266
Of which women	165,029	188,604	219,038	277,917	272,706	265,100
Proportion of women in %	35.0	38.1	44.1	53.37	54.4	55 0
Women on the executive committee	1 (of 9)	1 (of 9)	1	2	-	
Federation of German Civil Servants (DBB):						
Total number of members	803,747	821,012	786,948	1,089,213	1,101,598	1,116,714
Of which women	188,915	201,128	206,753	322,411	326,877	330,414
Proportion of women in %	23.5	24.5	26.3	29.6	29.7	29 6
Women on the executive committee d	0	0	0	7.1	-	
Christian Trade Union Federation (CGB):		(1982)				
Total number of members		297,234	306,847	306,481	303,106	302,874
Of which women		75,208	76,216	74,566	76,303	76,222
Proportion of women in %		25.3	24.8	24.33	25.2	25.2
Women on the executive committee		2	1	1	-	
Total of all trade unions listed:						
Total number of trade union members:			9,387,704	11,684,776	10,878,385	
Of which women			2,328,656	3,693,943	3,420,372	
Proportion of women in %			24.8	31.61	31.4	

① Old Federal Länder

② Federal Republic of Germany

Table 2.7.: Candidates elected in the elections of the Members of the European Parliament from the Federal Republic of Germany and to the German Parliament, as well as in the Länder parliaments *) at the time of the election, according to gender

Status: 15.10.1997

Land	Election date	Total MPs	Of which				The seats were distributed as follows among											
			Men		Women		SPD		CDU/CSU[1]		F.D.P.		Grüne[2]		PDS		Others	
			Total	%	Total	%	Total	Of which women	Total	Of which women	Total	Of which women	Total	Of which women	Total	Of which women	Total	Of which women
Schleswig-Holstein	24.03.96	75	46	61.3	29	38.7	33	12	30	11	6	2	6	3	-	-	2[3]	1
Hamburg	21.09.97	121	78	64.5	43	36.5	54	21	46	10	-	-	21	12	-	-	-	-
Lower Saxony	13.03.94	161	122	75.8	39	24.2	81	18	67	14	-	-	13	7	-	-	-	-
Bremen	14.05.95	100	62	62.0	38	38.0	37	18	37	11	-	-	14	7	-	-	12[4]	2
North Rhine-Westphalia	14.05.95	221	156	70.6	65	29.4	108	32	89	21	-	-	24	12	-	-	-	-
Hesse	19.02.95[5]	110	76	69.1	34	30.9	44	13	45	12	8	2	13	7	-	-	-	-
Rhineland-Palatinate	24.03.96	101	71	70.3	30	29.7	43	13	41	10	10	3	7	4	-	-	-	-
Baden-Württemberg	24.03.96	155	131	84.5	24	15.5	39	4	69	11	14	2	19	7	-	-	14[6]	-
Bavaria	25.09.94	204	161	78.9	43	21.1	70	21	120	14	-	-	14	8	-	-	-	-
Saarland	16.10.94	51	34	66.7	17	33.3	27	8	21	8	-	-	3	1	-	-	-	-
Berlin	22.10.95	206	126	61.2	80	38.8	55	30	87	16	-	-	30	16	34	18	-	-
Mecklenburg-Western Pomerania	16.10.94	71	51	71.8	20	28.2	23	6	30	4	-	-	-	-	18	8	-	-
Brandenburg	11.09.94	88	57	64.8	31	35.2	52	20	18	2	-	-	-	-	18	9	-	-
Saxony-Anhalt	26.06.94	99	70	70.7	29	29.3	36	11	37	4	-	-	5	3	21	11	-	-
Thuringia	16.10.94	88	64	72.7	24	27.3	29	10	42	6	-	-	-	-	17	8	-	-
Saxony	11.09.94	120	86	71.7	34	28.3	22	8	77	15	-	-	-	-	21	13	-	-
MPs in the German Parliament (Bundestag)	16.10.94	672[7]	495	73.7	177	26.3	252	85	294[8]	42	47	8	49	29	30	13		
MPs in the European Parliament	12.06.94	99	65	65.7	34	34.3	40	17	47[9]	11	-	-	12	6	-	-	-	-

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*) "Bürgerschaft" in Hamburg and Bremen, "Abgeordnetenhaus" in Berlin, "Landtag" in all other Länder

[1] CSU in Bavaria

[2] In Hamburg: BÜNDNIS 90/DIE GRÜNEN: Landesverband Hamburg, Grüne Alternative Liste (GRÜNE/GAL)
In Brandenburg: BÜNDNIS 90/DIE GRÜNEN (GRÜNE/B90)
In Saxony-Anhalt: BÜNDNIS 90/DIE GRÜNEN (BÜ90/GRÜNE)

[3] Südschleswigscher Wählerverband (SSW)

[4] Arbeit für Bremen und Bremerhaven (AFB)

[5] Including by-election on 5.3.1995

[6] DIE REPUBLIKANER (REP)

[7] Including 16 overhang mandates: 12 for the CDU (BW=2, MV=2, ST=2, TH=3, SN=3) and 4 for the SPD (HB=1, BB=3)

[8] Including 50 CSU, of which 6 women

[9] Including 8 CSU, of which 2 women

Women in the field of employment

Table 3.1.: Number and proportion of women in gainful employment, 1988 - 1997
(Results of the microcensus)

Year (old Federal Länder)	Total in 1000	Men in 1000	Women in 1000	Proportion of women in %
1988	27,366	16,759	10,607	38.8
1989	27,742	16,948	10,794	38.9
1990	29,334	17,585	11,749	40.1
1991	29,684	17,719	11,965	40.3
1992	30,094	17,845	12,249	40.7
1993	29,782	17,621	12,161	40.8
1994	29,397	17,270	12,127	41.3
1995	29,244	17,141	12,102	41.4
1996	29,276	17,002	12,275	41.9
1997	29,200	16,901	12,299	42.1

Year (new Federal Länder and East Berlin)	Total in 1000	Men in 1000	Women in 1000	Proportion of women in %
1991	7,761	4,156	3,605	46.5
1992	6,846	3,778	3,069	44.8
1993	6,599	3,675	2,924	44.3
1994	6,679	3,717	2,961	44.3
1995	6,804	3,797	3,007	44.2
1996	6,706	3,704	3,002	44.8
1997	6,605	3,649	2,957	44.8

**Table 3.2.: Women in the individual occupational fields
Results of the microcensus**

Old Federal Länder	1987		1989		1991		1993		1995		1996		1997	
	In 1000	Proportion	In 1000	Proportion	In 1000	Proportion	In 1000	Proportion	In 1000	Proportion	In 1000	Proportion	In 1000	Proportion
Occupations in agriculture, animal care, forestry and horticulture	522	43.1%	462	42.7%	449	41.5%	407	40.4%	360	39.4	326	37.7%	304	36.3
Manufacturing occupations	1,603	19.4%	1,568	19.0%	1,720	19.9%	1,553	18.9%	1,434	18.5%	1,366	18.0%	1,337	18.0
Engineering occupations	194	12.1%	212	12.8%	236	13.0%	277	14.3%	276	14.4%	289	14.5%	287	14.4
Occupations in the service sector	7,915	51.8%	8,180	51.8%	9,173	53.4%	9,475	54.4%	9,687	54.8%	10,109	55.5%	10,184	55.4

New Federal Länder and East Berlin	1987		1989		1991		1993		1995		1996		1997	
				Proportion	In 1000	Proportion	In 1000	Proportion	In 1000	Proportion	In 1000	Proportion	In 1000	Proportion
Occupations in agriculture, animal care, forestry, horticulture					133	40.7%	86	43.2%	110	49.6%	106	47.1%	102	46.9
Manufacturing occupations					567	23.6%	320	16.5%	314	15.5%	303	15.3%	298	15.5
Engineering occupations					175	32.3%	114	29.0%	110	27.8%	109	28.5%	102	26.9
Occupations in the service sector					2,613	62.2%	2,261	61.0%	2,343	61.0%	2,409	61.5%	2,382	61.2

Table 3.3.: Distribution of gainfully employed women among occupational groups Results of the microcensus, April 1997

Occupational groups (old Federal Länder)	Total number of gainfully employed persons in 1000	Gainfully employed women in 1000	Distribution among occupational groups in %	Proportion of women per occupational group in %
Office occupations, commercial clerks not included elsewhere	3,892	2,758	22.4%	70.9%
Including:				
Skilled office staff, commercial clerks (no further details)	1,483	1,019	8.3%	68.7%
Buying and selling goods	2,422	1,526	12.4%	63.0%
Other occupations in the health service sector	1,416	1,215	9.9%	85.9%
Including:				
Nurses, midwives	619	512	4.2%	82.7%
Occupations in the cleaning and waste disposal sector	781	648	5.3%	83.0%
Occupations in agriculture, animal care, forestry and horticulture	836	304	2.5%	36.4%
Accountants, computer scientists	800	412	3.3%	51.5%
Teachers	968	511	4.2%	52.8%
Social work	816	663	5.4%	81.2%
Bank, building society and insurance clerks	764	349	2.8%	45.7%
Occupations in the hotel and restaurant business	498	300	2.4%	60.2%
Total	**13,193**	**8,686**	**70.6%**	**65.8%**
Other occupational groups	16,007	3,613	29.4%	22.6%
Total*	**29,200**	**12,299**	**100.0%**	**42.1%**

Occupational groups (new Federal Länder)	Total number of gainfully employed persons in 1000	Gainfully employed women in 1000	Distribution among occupational groups in %	Proportion of women per occupational group in %
Office occupations, commercial clerks not included elsewhere	693	584	19.7%	84.3%
Including:				
Skilled office staff, commercial clerks (no further details)	194	152	5.1%	78.6%
Buying and selling goods	554	389	13.2%	70.2%
Other occupations in the health service sector	296	268	9.1%	90.4%
Including:				
Nurses, midwives	158	145	4.9%	91.7%
Occupations in the cleaning and waste disposal sector	149	114	3.9%	76.2%
Occupations in agriculture, animal care, forestry and horticulture	218	102	3.4%	46.8%
Accountants, computer scientists	152	110	3.7%	72.3%
Teachers	238	161	5.4%	67.6%
Social work	222	195	6.6%	87.5%
Bank, building society and insurance clerks	110	64	2.2%	58.7%
Occupations in the hotel and restaurant business	102	70	2.4%	68.7%
Total	**2,734**	**2,057**	**69.6%**	**75.2%**
Other occupational groups	3,871	900	30.4%	23.2%
Total	**6,605**	**2,957**	**100.0%**	**44.8%**

Table 3.4.: Comparison of the income of women and men

1. Average gross weekly earnings of workers in the manufacturing industry[1)] (excluding part-time workers)

- Old Federal Länder -

Year[2)]	Men DM	Women DM	Ratio of women's earnings to men's earnings in %
1960	134	79	59.0
1970	294	179	60.9
1978	528	358	67.8
1980	596	402	67.4
1982	642	438	68.2
1984	683	475	69.5
1985	704	492	69.9
1986	728	510	70.1
1987	752	528	70.2
1988	782	548	70.1
1989	810	568	70.1
1990	847	591	69.8
1991	889	627	70.5
1992	933	659	70.6
1993	953	679	71.2
1994	994	708	71.2
1995	1,032	735	71.2
1996	1,040	750	72.1
1997	1,052	762	72.4

- New Federal Länder and East Berlin -

Year[2)]	Men DM	Women DM	Ratio of women's earnings to men's earnings in %
1991	442	341	77.1
1992	572	426	74.5
1993	665	488	73.4
1994	707	522	73.8
1995	749	566	75.6
1996	774	597	77.1
1997	790	614	77.7

[1)] "Wirtschaftsklassifikation", 1993 Edition.

[2)] Converted to the reporting group applicable since 1992.

Table 3.4.: Comparison of the income of women and men

2. Average gross weekly earnings of salaried staff in the manufacturing industry, trade and commerce, banking and insurance industry, servicing and repair of motor vehicles and consumer goods[1]
(excluding part-time workers)

- Old Federal Länder -

Year[2]	Men DM	Women DM	Ratio of women's earnings to men's earnings in %
1960	697	381	54.7
1970	1,475	863	58.5
1978	2,877	1,812	63.0
1980	3,296	2,072	62.9
1982	3,639	2,303	63.3
1984	3,901	2,476	63.5
1985	4,059	2,577	63.5
1986	4,219	2,690	63.8
1987	4,378	2,798	63.9
1988	4,543	2,909	64.0
1989	4,709	3,025	64.2
1990	4,917	3,177	64.6
1991	5,208	3,390	65.1
1992	5,512	3,611	65.5
1993	5,721	3,798	66.4
1994	5,859	3,928	67.0
1995	6,061	4,093	67.5
1996	6,225	4,247	68.2
1997	6,305	4,361	69.2

- New Federal Länder and East Berlin -

Year[2]	Men DM	Women DM	Ratio of women's earnings to men's earnings in %
1991	2,198	1,703	77.5
1992	2,967	2,273	76.6
1993	3,525	2,684	76.1
1994	3,927	2,970	75.6
1995	4,293	3,245	75.6
1996	4,614	3,469	75.2
1997	4,745	3,597	75.8

[1] "Wirtschaftsklassifikation", 1993 Edition.

[2] Converted to the reporting group applicable since 1992.

Table 3.5.: Development of female unemployment - Annual averages (old Federal Länder)

Annual average	Unemployed women	Proportion of women in %	Female unemployment rate (%)①	Total unemployment rate (%)①
1970	55,947	37.6	0.8	0.7
1980	462,483	52.0	5.2	3.8
1985	1,014,959	44.1	10.4	9.3
1990	915,404	48.6	8.4	7.2
1991	791,688	46.9	7.0	6.3
1992	825,531	45.7	7.2	6.6
1993	993,261	43.7	8.4	8.2
1994	1,094,328	42.8	9.2	9.2
1995	1,101,233	42.9	9.2	9.3
1996	1,179,742	42.2	9.9	10.1
1997	1,280,183	42.4	10.7	11.0

① Unemployed as a percentage of the total number of civilian persons in dependent gainful employment

Table 3.6.: Development of female unemployment - Annual averages (new Federal Länder)

Annual average	Unemployed women	Proportion of women in %	Female unemployment rate (%)①	Total unemployment rate (%)①
1991	529,961	58.1	12.3	10.3
1992	741,145	63.3	19.6	14.8
1993	743,320	63.9	21.0	15.8
1994	740,644	64.8	21.5	16.0
1995	660,079	63.0	19.3	14.9
1996	673,776	57.6	19.9	16.7
1997	761,890	55.9	22.5	19.5

① Unemployed as a percentage of the total number of civilian persons in dependent gainful employment

Women in the education sector

Table 4.1.: Proportion of female pupils at schools providing general education, in %

	1970*	1980*	1987*	1991	1993	1995	1996
Primary schools (Years 1 - 4)	49.00	48.80	49.00	49.00	49.00	49.00	49.0
Secondary general schools (Years 5 - 9 or 10)	49.10	46.30	45.50	45.00	44.50	44.10	44.0
Intermediate schools and integrated classes (Years 5 - 10)	52.90	53.60	52.80	50.50	49.70	49.90	51.1
Grammar schools							
Years 5 - 10	44.70	50.40	50.80	53.00	54.10	54.30	54.3
Years 11 - 13	41.40	49.40	49.80	52.40	53.50	54.20	54.7
Grammar schools and full-time adult education colleges	23.50	48.50	52.50	53.50	54.40	53.50	52.0

Source: Grund- und Strukturdaten 1996/97

* Old Federal Länder

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Table 4.2.1.: Proportion of new female students enrolling at institutions of higher education, in %**

	Calendar year***						
	1970	1980	1985	1991	1993	1995	1996
Universities	29.9	43.4	43.3	44.6	48.3	52.2	51.7
Colleges of art	41.1	45.6	50.5	50.6	54.0	57.1	56.1
Fachhochschulen	1.6	32.3	31.2	32.2	35.0	37.1	38.2
Total	31.5	40.3	39.7	41.1	• 43.8	47.5	47.6

** Old Federal Länder up to and including 1987, entire Federal Republic of Germany as of 1991
*** Summer semester and subsequent winter semester

Table 4.2.2.: Proportion female students at institutions of higher education, in %**

	Calendar year***						
	1970	1980	1985	1991	1993	1995	1996
Universities	30.8	38.3	40.3	41.7	42.9	44.4	45.3
Colleges of art	36.7	46.3	49.0	51.3	52.0	52.8	53.6
Fachhochschulen	1.8	29.5	28.9	29.6	30.9	32.4	33.1
Total	25.6	36.7	37.9	39.1	40.2	41.6	42.5

** Old Federal Länder up to and including 1987, entire Federal Republic of Germany as of 1991
*** Summer semester and subsequent winter semester

Source: Grund- und Strukturdaten 1996/97

Table 4.2.3: Most common occupational goals of students enrolling for the first time in the winter semester 1995/96, in %

New female students

Occupation	%
Teacher	19.7
Economic/social scientist	6.9
Institution manager, community worker	6.2
Architectural engineer, architect	5.4
Publisher	4.7
Doctor of medicine	4.6
Lawyer, legal consultant	4.1
Social worker, social nurse	2.8
Natural scientist	2.7
Humanist	2.5
Judge, public prosecutor	2.1
Physiotherapist, etc.	1.6
Tax consultant, auditor	1.5
Total	**64.8**

New male students

Occupation	%
Architectural engineer, architect	10.5
Teacher	7.6
Economic/social scientist	6.2
Mechanical engineer	5.7
Electrical engineer	4.9
Data processing specialist	4.4
Lawyer, legal consultant	4.1
Publisher	3.2
Doctor of medicine	3.1
Entrepreneur, business manager	3.1
Chemist, chemical engineer	2.6
Economic engineer/time and motion expert, etc.	2.5
Tax consultant, auditor	2.2
Total	**60.1**

Source: HIS-Studienbefragung 1995/96
HIS-Kurzinformation A 8/96, October 1996

Table 4.3.1 A: Female trainees in selected occupational groups in 1977, 1990 and 1996

Group of occupations requiring formal training	Female trainees						
	Total			Proportion of all female trainees			
	1977	1990	1996	1997	1990	1996	
						1)	2)
	Number			%			
Male-dominated occupations (0 - 20% female trainees)	13,000	62,000	44,000	2.6	9.8	8.8	18.6
Mainly male occupations (20 - 40% female trainees)	26,000	38,000	31,000	5.2	6.1	6.2	4.2
Mixed occupations (40 - 60% female trainees)	105,000	126,000	96,000	20.6	20.0	19.3	13.4
Mainly female occupations (60 - 80% female trainees)	118,000	146,000	97,000	23.2	23.2	19.3	28.3
Female-dominated occupations (80 - 100% female trainees)	247,000	258,000	232,000	48.3	40.9	46.3	35.4
Total	**509,000**	**630,000**	**500,000**	**100**	**100**	**100**	**100**

Source: Federal Statistical Office, Education and Culture, Special Series 11, Series 3, Vocational Training, figures as at 31 December, calculations by the Federal Institute for Vocational Training.

1) Old Federal Länder
2) New Federal Länder

Table 4.3.1.B: Distribution of young women and men among the occupations requiring formal training, grouped according to gender proportions, in the new Federal Länder from 1993 to 1996, in %

Characteristic	1993		1994		1995		1996	
	Women	Men	Women	Men	Women	Men	Women	Men
Male-dominated occupations (0 - 20% female trainees)	18.2	89.6	17.0	88.2	17.9	88.5	18.6	88.1
Mainly male occupations (20 - 40% female trainees)	3.9	2.0	3.9	2.5	4.1	2.6	4.2	2.7
Mixed occupations (40 - 60% female trainees)	15.6	4.4	14.8	4.5	14.2	4.0	13.4	4.0
Mainly female occupations (60 - 80% female trainees)	27.8	3.2	28.7	3.9	284	4.0	28.3	4.2
Female-dominated occupations (80 - 100% female trainees)	34.6	0.8	35.6	0.9	35.4	1.0	35.4	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Absolute	**107,260**	**180,307**	**112,758**	**185,796**	**123,451**	**205,680**	133,410	213,240

Source: Vocational education statistics, 1993 to 1996Berufsbildungsstatistik 1993 to 1995

Table 4.3.2.: Female trainees in typically male-dominated occupations requiring formal training in the old Federal Länder in 1995 (and 1996)

Occupation requiring formal training	Total trainees	Women	Total proportion of female trainees	Proportion of men	Proportion of women
Painter and varnisher	28,858 (30,789)	3,002 (3,091)	0.6 (0.6)	89.6 (90.0)	10.4 (10.0)
Carpenter	33,807 (33,894)	2,887 (2,704)	0.6 (0.5)	91.5 (92.0)	8.5 (8.0)
Motor vehicle mechanic	65,449 (60,881)	1,343 (1,158)	0.3 (2.3)	97.9 (98.1)	2.1 (1.9)
Machine fitter - Apparatus engineering/precision mechanics	8,900 (7,537)	570 (443)	0.1 (0.1)	93.6 (94.1)	6.4 (5.9)
Machine fitter - Machinery/systems engineering	25,191 (19,286)	534 (455)	0.1 (0.1)	97.9 (97.6)	2.1 (2.4)
Data processing clerk	2,976 (3,140)	509 (505)	0.1 (0.1)	82.9 (83.9)	17.1 (16.1)
Machine fitter - Plant engineering	18,642 (17,426)	385 (387)	0.1 (0.1)	97.9 (97.8)	2.1 (2.2)
Farmer	4,726 (4,913)	383 (400)	0.1 (0.1)	91.9 (91.9)	8.1 (8.1)
Electrical fitter	43,363 (41,944)	382 (369)	0.1 (0.1)	99.1 (99.1)	0.9 (0.9)
Electronics technician (communications) - Telecommunications engineering	7,090 (5,155)	372 (189)	0.1 (0.1)	94.8 (94.3)	5.2 (5.7)

Source: Vocational training statistics

Table 4.3.3.: **Female trainees in the ten male-dominated occupations requiring formal training in which they are most strongly represented in the new Federal Länder in 1995 (and 1996)**

Occupation requiring formal training	Total trainees	Women	Total proportion of female trainees	Proportion of men	Proportion of women
Painter and varnisher	11,458 (13,183)	791 (1,297)	0.6 (1.0)	93.1 (90.2)	6.9 (9.8)
Carpenter	8,619 (9,156)	345 (468)	0.3 (0.4)	96.0 (94.9)	4.0 (5.1)
Motor vehicle mechanic	15,747 (16,037)	241 (282)	0.2 (0.2)	98.5 (98.2)	1.5 (1.8)
Butcher	2,362 (1,924)	225 (113)	0.2 (0.1)	90.5 (94.1)	9.5 (5.9)
Packer	848 (1,066)	166 (163)	0.1 (0.1)	80.4 (84.7)	19.6 (15.3)
Machine fitter - Plant engineering	5,683 (5,255)	164 (155)	0.1 (0.1)	97.1 (97.1)	2.9 (2.9)
Electronics technician (communications) - Telecommunications engineering	2,518 (2,158)	115 (112)	0.1 (0.1)	95.4 (94.9)	4.6 (5.1)
Forester	676 (673)	74 (82)	0.1 (0.1)	89.1 (87.8)	10.9 (12.2)
Electrical fitter	12,666 (13,281)	69 (125)	0.1 (0.1)	99.5 (99.1)	0.5 (0.9)
Printer	361 (475)	65 (89)	0.1 (0.1)	82.0 (81.3)	18.0 (18.7)

Source: Vocational training statistics

Table 4.3.4: The ten occupations most frequently chosen by male and female trainees in Germany in 1996

Men

Occupation requiring formal training	Proportion of all male trainees %
Motor vehicle mechanic	7.9
Electrical fitter	5.7
Bricklayer	5.2
Carpenter	4.2
Painter and varnisher	4.1
Gas and water fitter	4.0
Clerk in wholesale and foreign trade	3.0
Central heating and ventilation fitter	2.9
Clerk in retail trade	2.8
Bank clerk	2.5
Total	42.3

Women

Occupation requiring formal training	Proportion of all female trainees %
Office clerk	8.1
Doctor's assistant	8.0
Dentist's assistant	6.7
Clerk in retail trade	6.5
Hairdresser	5.8
Industrial clerk	4.9
Bank clerk	4.3
Saleswoman in foodstuffs trade	4.1
Hotel clerk	3.3
Clerk in tax occupations	3.1
Total	54.8

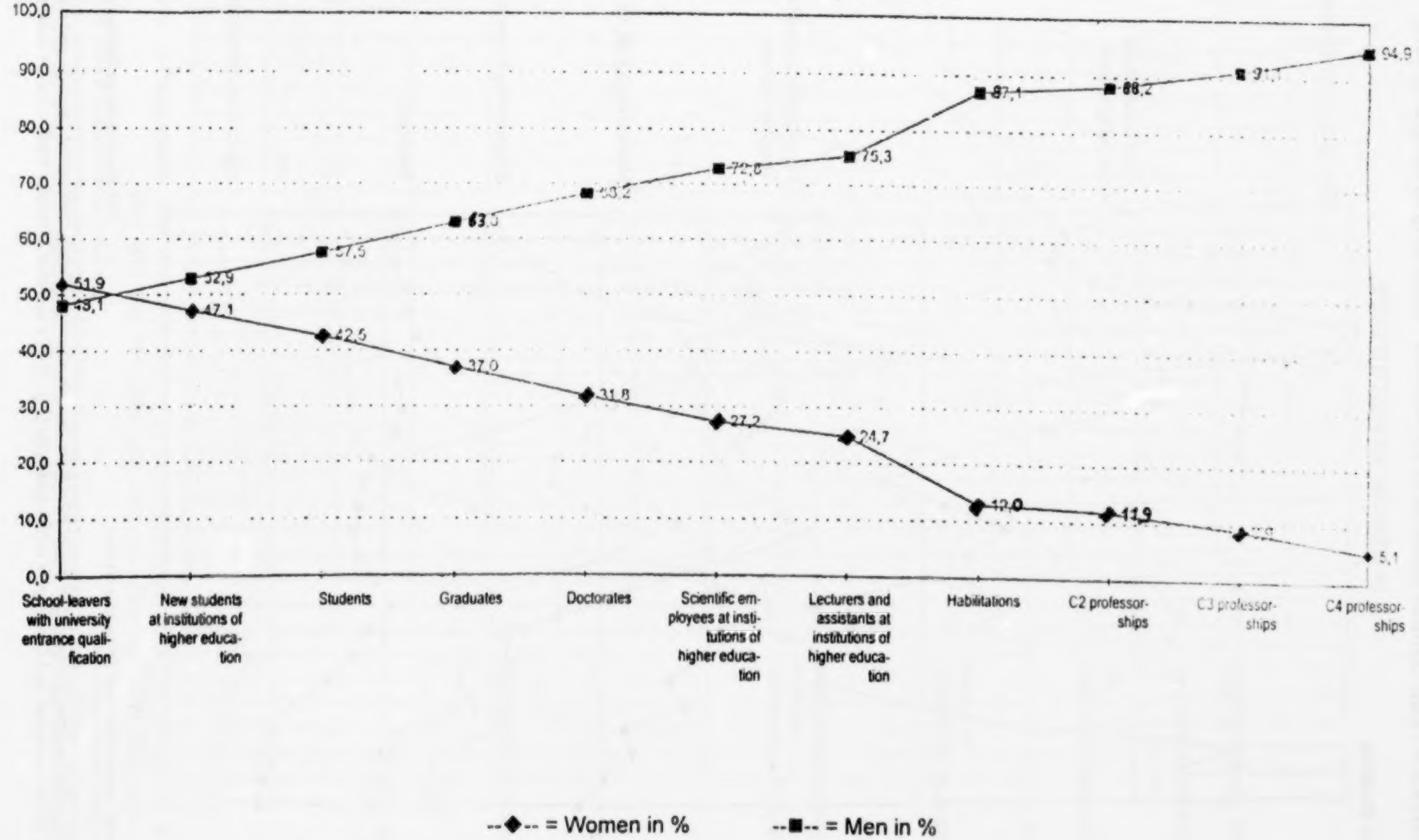
Source: Federal Statistical Office

Table 4.4.1: Proportions of women and men in science and education in 1996, totals in %

	Women in %	Men in %
School-leavers with university entrance qualification	51.9	48.1
New students an institutions of higher education	47.1	52.9
Students	42.5	57.5
Graduates	37.0	63.0
Doctoral candidates	31.8	68.2
Scientific assistants at institutions of higher education	27.2	72.8
Lecturers and assistants at institutions of higher education	24.7	75.3
Habilitation candidates	12.9	87.1
C2 professorships	11.9	88.2
C3 professorships	8.9	91.1
C4 professorships	5.1	94.9

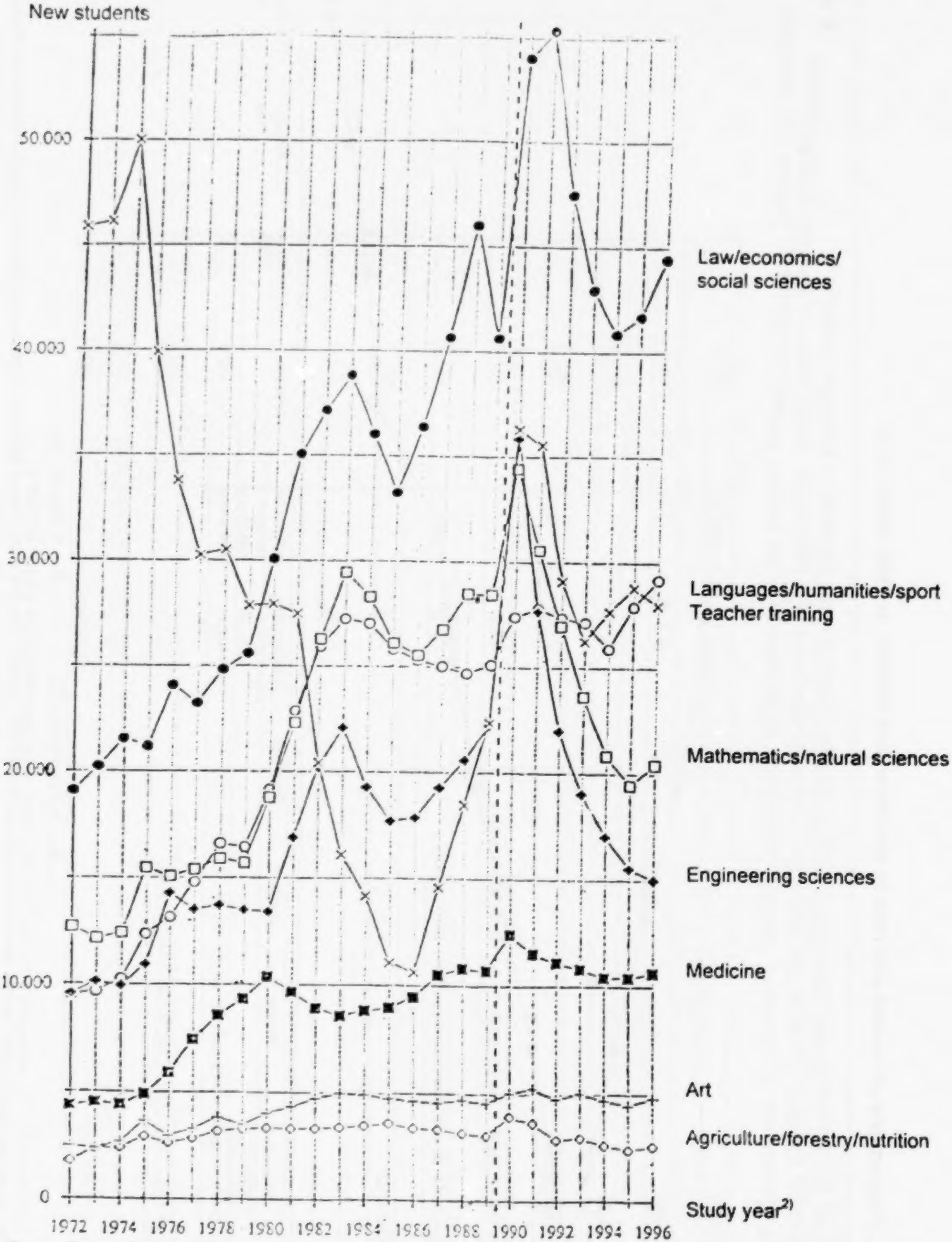
Source: BMBF: Grund- und Strukturdaten 1997/98; calculations of Division 616 of the Federal Ministry for Education, Science, Research and Technology (BMBF), based on the data of the Federal Statistical Office; report of the Bund/Länder Commission for Educational Planning and Research Promotion (BLK) "Frauen in Führungspositionen" (Women in executive positions)

Chart 4.4.2.: Proportions of women and men in education and science in 1996, totals in %



Source: BMBF: Grund- und Strukturdaten 1997/98; calculations of Division 616 (BMBF), based on the data of the Federal Statistical Office; report of the Bund/Länder Commission for Educational Planning and Research Promotion (BLK) "Frauen in Führungspositionen" (Women in executive positions)

Chart 4.5.1.: New German students at universities[1] according to subject groups



Source: Federal Statistical Office, Wiesbaden

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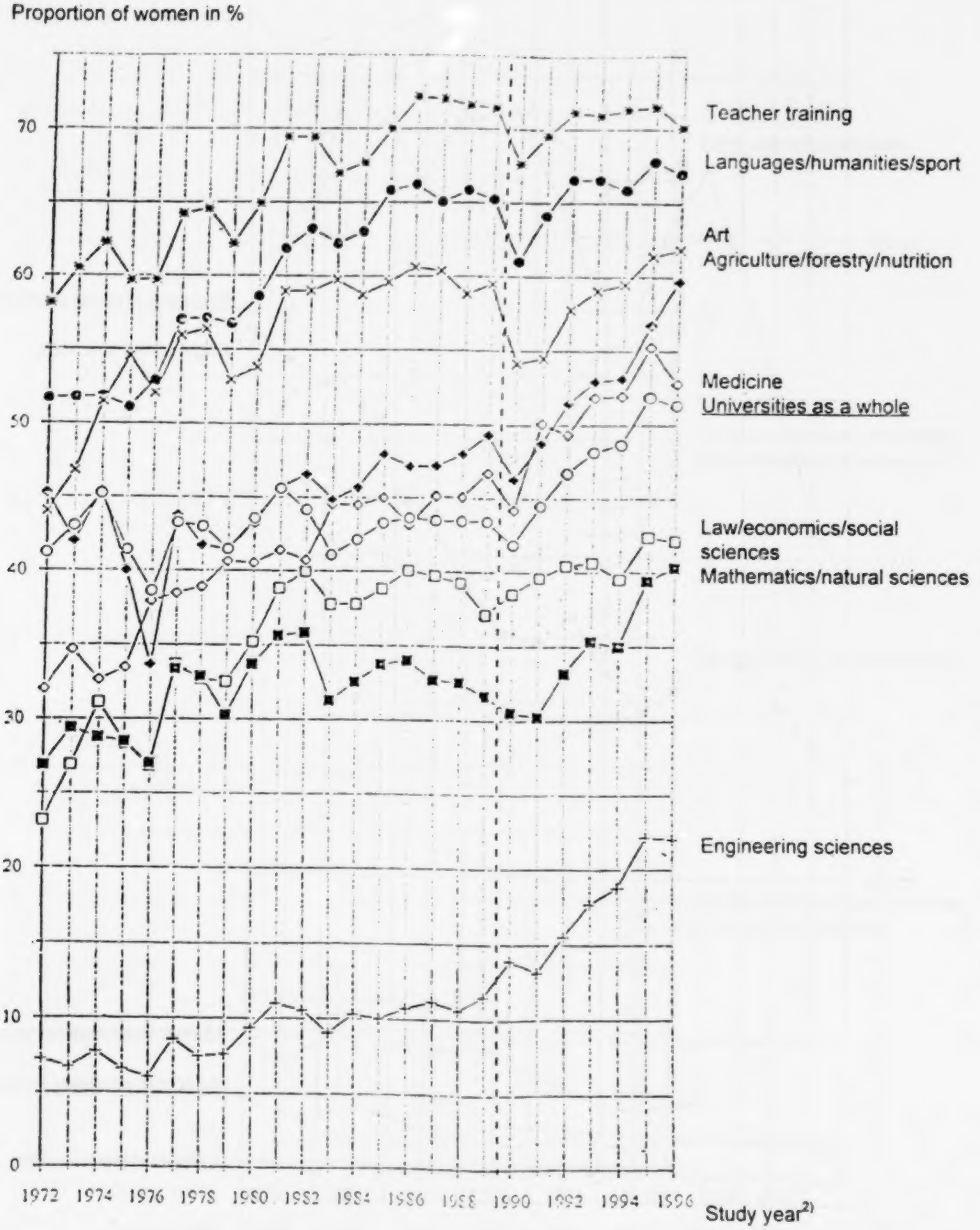
[1] Incl. amalgamated institutions of higher education, teacher-training colleges, colleges of theology and colleges of art

[2] Summer semester and subsequent winter semester (e.g. 1996 = summer semester 1996 + winter semester 96/97)

Chart 4.5.2.: New German students at universities[1)] according to subject groups

PROPORTION OF WOMEN in %

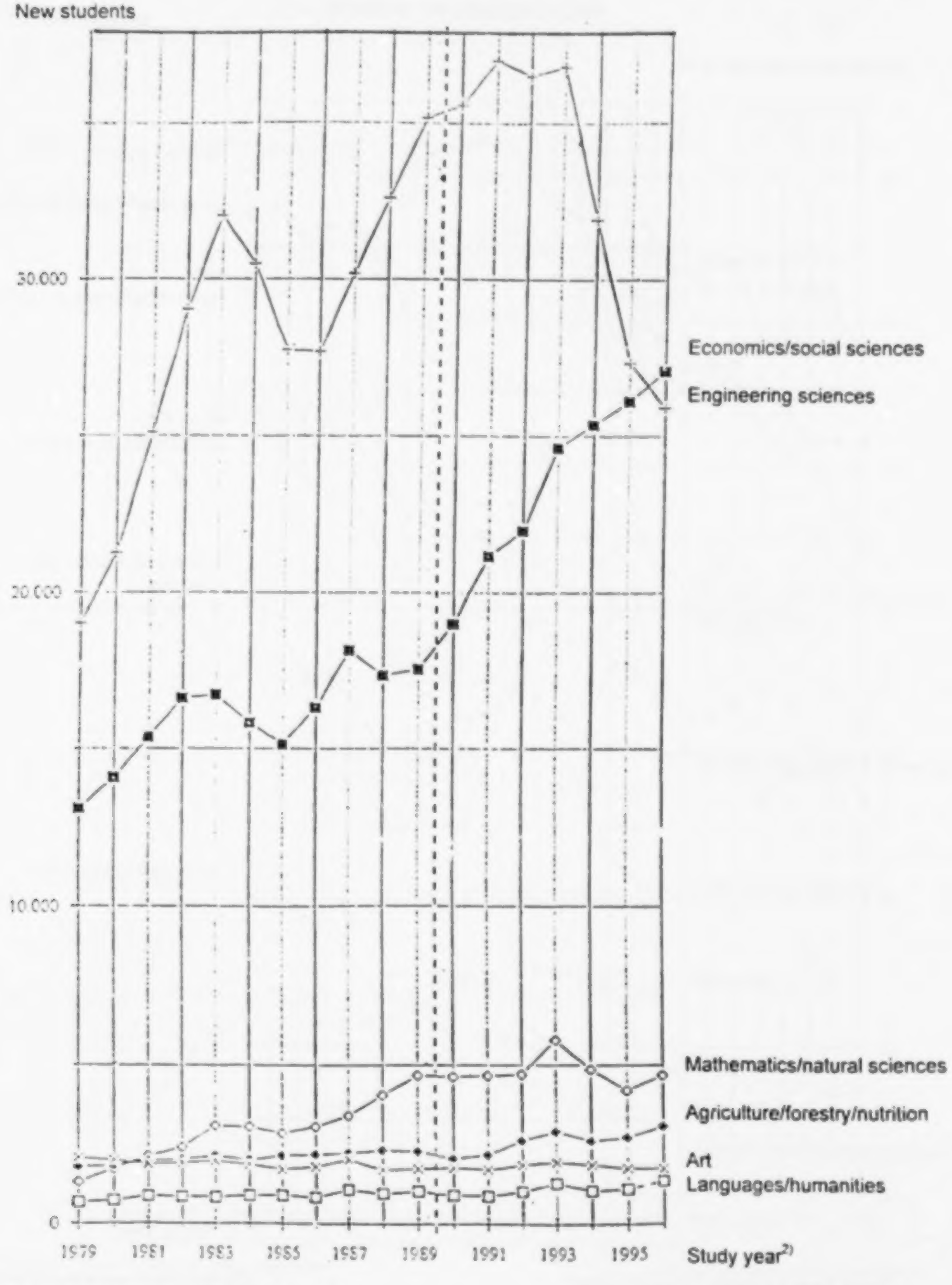


Source: Federal Statistical Office, Wiesbaden HIS-Studienanfängerbefragung 96/97

[1)] Incl. amalgamated institutions of higher education, teacher-training colleges, colleges of theology and colleges of art

[2)] Summer semester and subsequent winter semester (e.g. 1996 = summer semester 1996 + winter semester 96/97)

Chart 4.5.3.: New German students at Fachhochschulen[3] according to subject groups



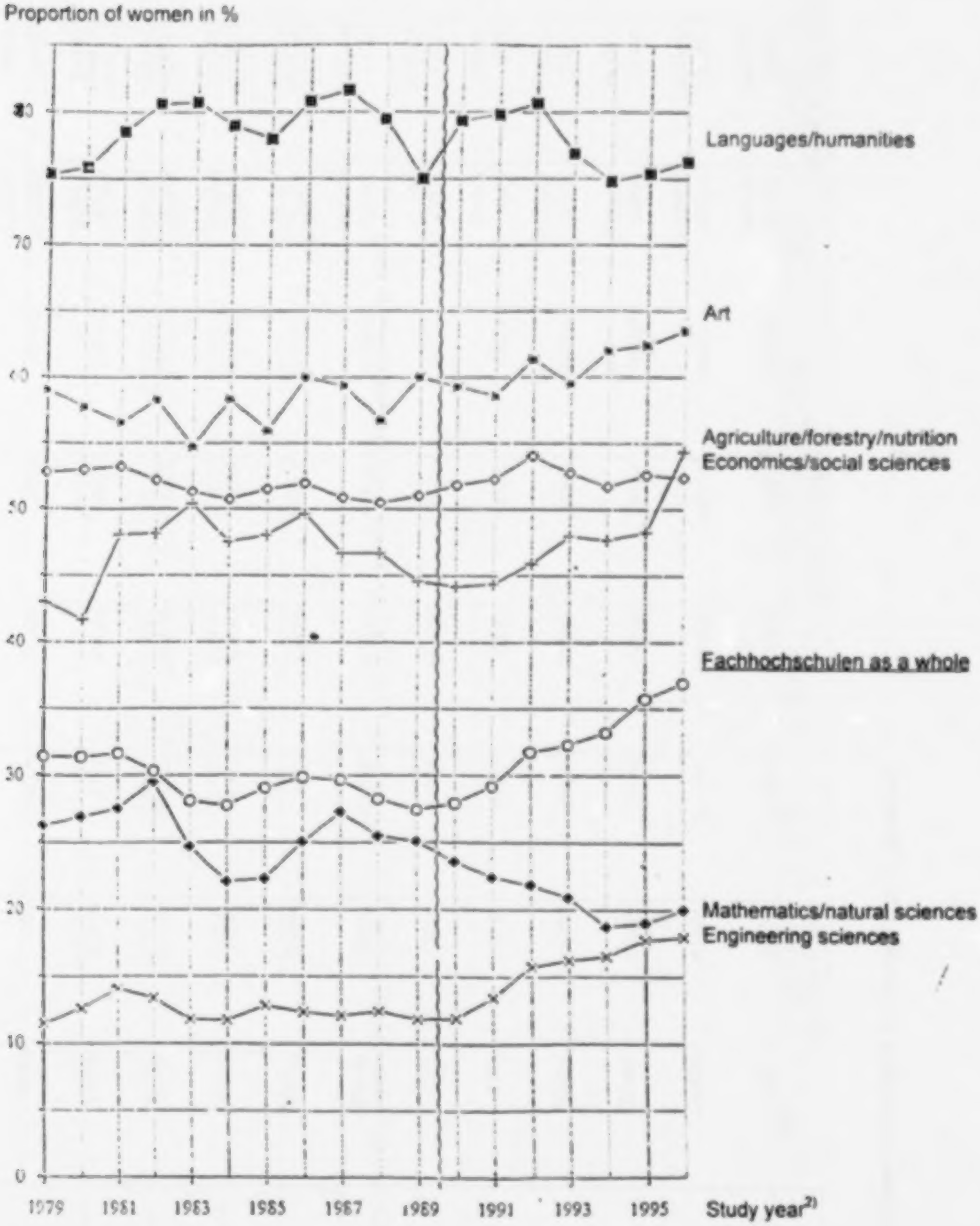
Source: Federal Statistical Office, Wiesbaden HIS-Studienanfangerbefragung 96/97

[2] Summer semester and subsequent winter semester (e.g. 1995 = summer semester 1995 + winter semester 95/96)

[3] Excluding Fachhochschulen for administration

Chart 4.5.4.: New German students at Fachhochschulen[3] according to subject groups

PROPORTION OF WOMEN in %



Source Federal Statistical Office, Wiesbaden

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[2] Summer semester and subsequent winter semester (e.g. 1995 = summer semester 1995 + winter semester 95/96)
[3] Excluding Fachhochschulen for administration

Table 4.6.1.: Trainees according to Länder (Dual System)

	Trainees in 1994			Trainees in 1995			Trainees in 1996 (1997)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Baden-Württemberg	112229	78735	190964	109997	76651	186648	108397 (109656)	75601 (76208)	183998 (185864)
Bavaria	150806	101686	252492	148195	100723	248918	148381 (150253)	100907 (102567)	249288 (252820)
Berlin	32162	22902	55064	32229	23936	56165	32981 (33341)	25168 (26663)	58149 (60004)
Brandenburg	29925	18381	48306	33803	20706	54509	36530 (37696))	22571 (23462)	59101 (61158)
Bremen	9187	6976	16163	8696	6528	15224	8392 (8405)	6596 (6666)	14988 (15071)
Hamburg	18294	13674	31968	17159	13018	30177	16875 (16950)	12887 (13286)	29762 (30236)
Hesse	63896	43050	106946	62973	41879	104852	62944 (63216)	41809 (42799)	104753 (106015)
Lower Saxony	91030	66604	157634	89556	63277	152833	88475 (89194)	61692 (62834)	150167 (152028)
Meckl.-W. Pomerania	27233	16780	44013	30664	19559	50223	33541 (34173)	21681 (22044)	55222 (56217)
N. Rhine-Westphalia	197041	127859	324900	190150	121962	312112	187355 (190374)	118789 (122175)	306144 (312549)
Rhineland-Palatinate	43678	27633	71311	44049	26985	71034	44676 (45981)	27233 (28402)	71909 (74383)
Saarland	12224	7790	20014	12160	7627	19787	12273 (12829)	7722 (8007)	19995 (20836)
Saxony	59642	35897	95539	64749	37898	102647	68571	41609	110180

							(70456)	(42315)	(112771)
Saxony-Anhalt	35682	21916	57598	39723	24053	63776	41919 (44250)	25430 (26537)	67349 (70787)
Schleswig-Holstein	30940	22929	53869	30358	22100	52458	29765 (30181)	21659 (21877)	51424 (52058)
Thuringia	33314	19784	53098	36741	21235	57976	37679 (38391)	22119 (24537)	59798 (60928)
Federal Republic of Germany	947283	632596	1579879	951202	628137	1579339	958754 (975346)	633473 (648379)	1592227 (1623725)

Source: Federal Statistical Office, Special Series 11, Education and Culture, Series 3, Vocational Training 1996. Figures as at 31 December

Table 4.6.2.: Previous schooling of trainees with a newly concluded training contract in 1996

Type of school①	Trainees	
	Absolute	Percent
Secondary general school, with no leaving qualification	18,021	3.1
Secondary general school, with leaving qualification	195,081	33.7
Intermediate school or equivalent leaving qualification	204,713	35.3
University entrance qualification	88,857	15.3
Basic vocational education year at school	19,050	3.3
Full-time vocational school	44,933	7.8
Vocational preparation year	8,720	1.5
Total	**579,375**	**100.0**

① Two-thirds of the category "Others and no details" were assigned to secondary general schools with leaving qualification and one-third to full-time vocational schools.

Source: Federal Statistical Office, Special series 11, Education and Culture, Series 3, Vocational Education 1996, figures as at 31 Dec. Calculations by the Federal Institute for Vocational Education

Table 4.6.3.: Vocational school pupils according to age and sex, 1970 to 1996

Year	Average age		
	Male	Female	Total
1970	16.8	16.4	16.6
1975	17.1	16.8	16.9
1980	17.6	17.5	17.6
1985	18.2	18.2	18.2
1990	19.0	19.0	19.0
1991	19.0	19.0	19.0
1992①	19.0	19.0	19.0
1993	19.0	19.0	19.0
1994	19.0	19.0	19.0
1995	19.0	19.0	19.0
1996	18.9	19.0	19.0

① The new Lander are included from 1992 onwards. The age data for the Lander Brandenburg and Saxony-Anhalt are not available for 1992.

Source: Special Series 11, Series 2, Vocational Schools, from 1970 onwards,
Ed.: Federal Statistical Office, Wiesbaden

Appendix II. Overview of measures for the implementation of equal rights since 1995

1. Laws (since 1990)

July 1990	Extension of child-raising benefit and child-raising leave from 15 to 18 months.
July 1990	Revision of the law concerning foreign nationals, creating fundamental legal rights to the subsequent immigration of family members and to a separate right of abode for the wife after a minimum period of conjugal life in Germany.
03 October 1990	Accession of the GDR to the Federal Republic of Germany.
	• Statutory regulations for families and women, which took different forms in the two German states for more than 40 years, are harmonised in the Unification Treaty.
	• The Treaty between the Federal Republic of Germany and the German Democratic Republic on the Unification of Germany stipulates how the unified German legal situation is to be regarded as of 3 October 1990 - the date of unification - and which principles are to be used in resolving remaining difference in regulations.
	• Article 31 Para. 1 enjoins the legislators for the whole of Germany to continue developing legislation on equal rights for men and women.
January 1992	1992 Pensions Reform Act Extension of child-raising leave until the child reaches the age of 3. Parents are enabled to alternate up to three times in taking time off. Child-raising benefit for children born after 1 January 1992 is extended to 2 years.
January 1992	The recognition of child-raising periods in the statutory pensions insurance scheme is extended from the previous one year to three years for children born from 1992 onwards.
	Periods for raising children up to the age of 10 and, from 1992 onwards, for providing long-term care at home for a person in need of care are taken into account
	• in maintaining a claim to a pension due to reduced earning capacity,
	• in the overall assessment of non-contributory periods (75% of the contribution figure for an average wage is assumed in this context),
	• in fulfilling the 35-year qualifying period for a premature old-age pension and for the minimum-income pension.
	The increase in low compulsory contributions ("minimum-income pension"), introduced in 1972, is extended until the end of 1991.

	The prerequisite is fulfilment of a 35-year qualifying period (including periods credited for child-raising and care).
	The requirement of half-cover (i.e. payment of compulsory contributions for half the total insurance period) as a prerequisite for the crediting of non-contributory periods is abolished.
	Women who have had their contributions refunded at the time of marriage can retrospectively pay voluntary contributions, even without a previous two-year period of paying compulsory contributions (deadlines for application:1995)
May 1992	First Act Amending the Maternity Protection Act (improved protection against unfair dismissal).
June 1992	Act on the Protection of unborn life, the promotion of a more child-orientated society, assistance to cope with conflicts in pregnancy and the regulation of pragnancy termination (Act on the Assistance for Pregnant Women and Families). Inter alia, this Act provides for extensive social assistance and counselling entitlements, as well as the financing of medically prescribed contraceptives by the statutory health insurance companies up to reaching the age of 21.
July 1992	The penal regulations on trafficking in human beings are revised. The aim of the re-enactment is to improve the protection against sexual exploitation afforded by penal law in Germany, particularly for foreign girls and women.
January 1993	In the context of the 10th re-enactment of the Labour Promotion Act, an addition is included stipulating that "Women are to be promoted in accordance with their share of the unemployed".
January 1993	The benefit payment period in the Act on Advance Maintenance Payments (UVG) is increased from 36 to 72 months and the age limit of the entitled children is double from 6 to 12 years.
May 1993	The ruling of the Federal Constitutional Court contains orders for the protection of unborn life in penal law. These have legal force until such time as a revision is introduced by the legislature.
July 1993	The punishability of sexual abuse of children is extended to offences by Germans against foreign children abroad (German sex tourists).
July 1993	As part of the amendment of the penal code on child pornography, the range of penalties for the dissemination of child pornography is increased, inter alia, and, in particular, the previously non-punishable possession of pornographic portrayals involving children is made subject to penalty.
April 1994	Implementation of equal rights in the law on married and family names.
May 1994	A uniform regulation in the Penal Code protects boys and girls under the age of 16 against sexual abuse, regardless of the sex of the perpetrator.

June 1994	In cases of sex offences against children and youths, the start of the period of limitation is postponed until the victim is 18 years of age.
June 1994	The new Working Hours Act improves the possibilities for flexible working hours and abolishes the existing bans and restrictions applicable to women - inter alia, the ban on night shifts for female workers, which had been declared unconstitutional by the Federal Constitutional Court.
July 1994	The 1995 Agricultural Social Reform Act, which comes into effect on 1.1.1995, improves the social security of farmers' wives by introducing, inter alia, independent security for farmers' wives within the old-age security system for farmers.
September 1994	The Second Equal Rights Act enters into force. Its key areas are as follows: • Act on the Advancement of Women and the Reconciliation of Family and Career in the Federal Administration and the Federal Courts (Act on the Advancement of Women) • Tightening of the ban on discrimination based on gender in working life • Extended rights of administrative participation for works councils and staff councils in relation to the advancement of women and the reconciliation of family and career • Act to Protect Employees against Sexual Harassment at Work (Employee Protection Act) • Act on the Appointment and Secondment of Women and Men within the Remit of the Federation (Federal Bodies Law)
October 1994	The equal rights precept in Art. 3 Para. 2 of the Basic Law is expanded: "The State shall promote the implementation of de facto equal rights for woman and man and shall work towards the removal of existing disadvantages".
1994	The Act on the Continued Payment of Wages on Public Holidays and for Workers on Sick Leave (Act on the Continued Payment of Wages) includes workers employed in the short term or in small-scale jobs in the scope of application of continued payment of wages in case of sickness. The former exclusion from continued payment of wages or salaries had primarily affected women.
January 1995	The Long-Term Care Insurance Act comes into effect. Long-term care insurance benefits are introduced in two stages: benefits for care at home as of 01.04.1995, benefits for institutional care as of 01.07.1996. The benefits for care at home improve the security of the carers under social law. For example, contributions to the pensions insurance of the carers are paid from the long-term care insurance system, depending on the category of care and the extent of the care activities.

July 1995	The Assistance to Pregnant Women and Families Amendment Act realises the demands of the Federal Constitutional Court regarding the legal regulation of pregnancy terminations. The central aspect is the obligatory counselling of the pregnant women in cases of distress and conflict.
December 1995	The 1995 Act Amending the Agricultural Social Security Reform Act improves, inter alia, the possibilities for exempting the spouses of farmers in the old-age security system for farmers for a transitional period.
January 1996	The legal claim to a kindergarten place for children after reaching the age of 3 years is regulated.
January 1996	The revision of the Equalisation of Family Benefits and Services comes into effect:

- Child benefit is increased to DM 200.00 per month for the first and second child, DM 300.00 per month for the third child and DM 350.00 per month for every further child. The age limit is raised from 16 to 18 years.

- As of 1.1.1997, child benefit is raised to DM 220.00 per month for the first and second child.

- The child allowance (deduction from the sum of taxable earnings) is raised to DM 6,264.00 per year and child as of 1.1.1996 and to DM 6,912.00 as of 1.1.1997.

- The Equalisation of Family Benefits and Services is to be dynamically developed further in future: the child allowance will be increased accordingly with each new improvement in child benefit. Conversely, this also applies to child benefit, if the child allowance is increased parallel to the subsistence minimum of children.

- The child benefit supplement is abolished as a separate benefit and is incorporated in the considerably increased child benefit. The income-dependent reduction of child benefit is also abolished.

- The Home Ownership Assistance for young families is improved. Income-dependent tax relief is thus replaced by an allowance for an own home, which is granted for a period of 8 years within certain income limits, regardless of the amount of tax debt. Furthermore, the additional allowance for children is raised by 50% to DM 1,500.00 per year and child for the same period.

- Owing to the 20% increase in the sum normally required for the maintenance of a child, the benefits pursuant to the Act on Advance Maintenance Payments are raised to DM 249.00 in the old Federal Länder and DM 214.00 in the new Federal Länder for children of 0 to 5 years of age, and to DM 324.00 in the old Federal Länder and DM 280.00 in the new Federal Länder for children of 6 to 11 years of age.

April 1996	The new Upgrading Training Assistance Act ("Meister-BaFOG") also gives consideration to women on child-raising leave and in continuing education.
September 1996	The new Third Universities Special Programme for the Promotion of Young Talent in Science (HSP III) continues the approaches of the HSP II, which specifically aims at a substantial increase in the proportion of women in science and research, particularly in habilitations and professorships.
January 1997	The increase of the special expenses limit to DM 18,000.00 in the Annual Tax Law and the simplification of the registration and contribution payment procedure in the social insurance system achieved by the introduction of the household cheque procedure facilitates employment subject to social insurance contributions in private households.
January 1997	Entry into force of the Act Amending the Maternity Protection Act, with improvements in maternity protection for domestic staff, mothers after giving premature birth, mothers having private insurance and for the reimbursement of the costs of the employers in small companies.
January 1997	The Growth and Employment Promotion Act (WFG) enters into force: starting in the year 2000, the age limit of 60 years for old-age pensions for women is to be gradually increased in monthly steps up to the regular age limit of 65 years, i.e. the increase in the age limit for women will be faster than originally envisaged in the 1992 Pensions Reform Act.
March 1997	The Labour Promotion Reform Act (AFRG) contains a number of improvements of essential importance for women:
	• Art. 8 AFRG: separate regulation on the advancement of women; appointment of full-time commissioners for women's affairs at all administrative levels; improved monitoring of the implementation of the advancement of women by way of an integration balance; family needs are to be taken into account in future when implementing specific measures.
	• In the context of the promotion of continuing vocational education, general time limits are dispensed with as prerequisites for the participation of women returning to working life.
	• In the framework of the Second Equal Rights Act, the Federal Bodies Law applies unconditionally as regards nominations and appointment.
	• The social security of part-time employment is expanded by abolishing the limits on short-time work and introducing partial unemployment benefit.
July 1997	The Act to Reform Public Service Law enters into force; new aspects are the options available to civil servants of applying for part-time employment without fulfilling any prerequisites and for part-time of less than 50%.

July 1997	Entry into force of the revised Art. 177 Penal Code, according to which marital rape is made punishable.
September 1997	Art. 3 of the draft of the new Framework Act for Higher Education contains the explicit call upon the institutions of higher education to pay attention to equal treatment in their sphere.
September 1997	Adoption of the Act to Reform the Law of Parent and Child. Main aims: increasing the responsibility of parents and improving the legal position of children, particularly of illegitimate children. (Entry into force: July 1998)
October 1997	The Bundestag adopts the draft of a 1999 Pensions Reform Act. This provides for the gradual increase in the crediting of child-raising periods from 75% to 100% of the average income of all insureds, as well as the additive crediting of child-raising periods and contributory periods up to the upper income limit.
November 1997	The Act to Amend Aliens and Asylum Provisions contains an improved hardship regulation and enables foreign wives who have become victims of marital violence to acquire an independent right of residence.
Probably January 1998	The Labour Promotion Reform Act enters into force as Book III of the Social Security Code (SGB III).
Probably June 1998	The Act Amending the Civil Code and the Labour Courts Act enters into force. This caters to the requirements raised by the European Court of Justice and formulates the law on compensation in the event of violation of the ban on discrimination based on gender in conformity with European law.

2. Other measures and events of significance for equal rights policy

1995	Publication of the study entitled "Women fending for themselves" on the circumstances of single women.
1995 - 1997	Pilot project "In-company promotion of child supervision".
July 1995	Publication of the documentation "Different insurance premiums for men and women in private health insurance".
October 1995	Start of the pilot project by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth in collaboration with the Berlin Senate: "Berlin intervention project against domestic violence against women".
October 1995	Labour Market Conference in Erfurt.
December 1995	Publication of the documentation "New ways of creating jobs - The community develops potentials".
1996	Development of a "Total E-Quality Mark", promoted by the Federal Government and the EU.
1996	Establishment by the Federal Government and the Länder of a "Key field of promotion for girls and women" in the education sector, involving a host of pilot projects.
February 1996	Publication of the documentation "Advancement of women through continuing education".
March 1996	Reply of the Federal Government to the minor interpellation of Bündnis90/ Die Grünen "Advancement of women in education and science".
March 1996	Publication of the German translation of the Platform for Action and Declaration of the 4th World Conference on Women, Beijing (1995).
March 1996	Publication of a brochure on the results of the 4th World Conferenceon Women, Beijing (1995).

March 1996	Publication of the United Nations Report "World's Women 1995" in German - "Die Frauen der Welt 1995, Trends und Statistiken".
March 1996	National follow-up conference to the 4th World Conference on Women, Bonn (11.03.1996).
June 1996	End of promotion of the pilot project entitled "Assistance for single mothers in problem situations" (start: July 1993). Publication of the detailed results and of practical guidelines for the implementation of corresponding measures in the Final Report by Prognos GmbH (Vol. 144, BMFSFJ series of publications).
June 1996	Official celebration to mark the 10th anniversary of the Federal Ministry for Women.
August 1996	Joint stand of the initiative group "Women provide new impulses in technology" at the CeBIT home exhibition.
September 1996	Commissioning of a scientific study of the health situation of women, taking the different development in Western and Eastern Germany into consideration.
October 1996	Start of the Federal Government initiative on "Telework".
October 1996	Start of the project "Development and testing of curricular elements for the training of handicapped female counsellors".
October 1996	Start of the scientific study of the living situation of handicapped women and girls.
November 1996	3rd report of the Federal Government on the advancement of women in Federal service (1992 - 1994).
November 1996	Start of legal facts research concerning the allocation of accommodation in case of separation (Art. 1361 German Civil Code - BGB)
November 1996	Completion of the primary school materials "Girls and boys - equal rights, not equally made".

November 1996	Establishment of the "Women provide new impulses in technology" coordination centre of Bielefeld Fachhochschule.
November 1996	Start of the pilot project "Improving the income situation of women in agricultural businesses and rural regions through central marketing of regional products.
December 1996	Award of the prize in the national "The pro-family company" competition.
December 1996	Completion of the "Pluck up the courage, woman" media package.
December 1996	Professional congress on "Violence against women - Problems and options for action for the police and judicial authorities".
December 1996	Reply of the Federal Government to the major interpellation of the SPD "Female-specific health care".
December 1996	Approval of the report of the Bund/Länder Commission for Educational Planning and Research Promotion (BLK) entitled "Advancement of women in the science sector" by the heads of the Federal and Länder governments.
1997	For the 1997 budget year, DM 200 million were available for pregnant women in need in the context of the national foundation "Mother and Child - Protection of Unborn Life".
1997	Issue of an information brochure by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth for doctors and counsellors on the subject of "Genital mutilation in girls and women"
January 1997	Total E-Quality mark awarded to 17 companies for the first time.
January 1997	Publication of the Federal Government Report on the 4th World Conference on Women, Beijing 1995.
January 1997	Publication of the National Strategies for the Implementation of the Beijing Platform for Action (1995).
February 1997	Establishment of a nationwide women's shelter coordination centre.

February 1997	Constituting session of the nationwide Working Group on Trafficking in Women, which has the goals, inter alia, of integrating different points of view on the subject, prevention, combating trafficking in women, and the dignified treatment of victims.
February 1997	Conference of female experts "Initiative for women setting up in business" at the Federal Ministry of Education, Science, Research and Technology.
March 1997	Publication of the practical report on an alternative form of economic promotion.
Early 1997	Project with 6 women's counselling centres working specifically with women from Eastern Europe affected by trafficking in women.
April 1997	Decision of the European Court of Justice on compensation for gender-related discrimination against a job applicant.
May 1997	Publication of the interim report on the pilot project "Advice on mobile time - Qualified part-time work for women and men" (duration: May 1995 to July 1998).
May 1997	World Congress of Women in Informatics.
May 1997	Congress "Women in culture and the media".
June 1997	Forum Info 2000 - Start of the work of Working Group 9 "Women in the information society".
June 1997	Women's exhibition TOP '97.
July 1997	Submission of the English translation of the National Strategies for the Implementation of the Beijing Platform for Action (1995) to the Secretary-General of the United Nations.
July 1997	UNESCO World Congress "Life-Long Learning".
July 1997	Approval of the addendum to the report of the Bund/Länder Commission for Educational Planning and Research Promotion (BLK) entitled "Advancement of women in the science sector" by the heads of the Federal and Länder governments.

July 1997	Start of the nationwide campaign for more equality between women and men "Initiative in demand - Women in demand" in order to realise the results of the 4th World Conference on Women, Beijing (1995).
August 1997	Publication of the expert report "The development of women's health centres in the FRG and their importance for the health care of women".
September 1997	International professional conference "Concepts and strategies for the political education and professionalisation of women for politics".
September 1997	Publication of the study "Continuing education concepts for the setting-up of businesses by women".
October 1997	Publication of the final report of the scientific evaluation of the pilot project "Assistance for single mothers in problem situations".
October 1997	Start of the pilot project "Impact of telework on families".
December 1997	Reply of the Federal Government to the major interpellation of Bündnis 90/ Die Grünen "Policy for girls".
December 1997	End of promotion of the pilot project "Help for single homeless women".
December 1997	Completion of the school materials "Women and men: equal rights in fulfilling a joint task" for the second stage of secondary education.
End of 1997	Conclusion of the pilot project "Offers of advice concerning the improved reconciliation of family and career for small and medium-sized companies", started in 1994.
Probably early 1998	Publication of the final report "Offers of advice ...".
Probably February 1998	Professional conference on the subject of "Mobile time for professionals and executives".

Probably May 1998	2nd award of the Total-E-Quality mark.

3. Measures of the equal opportunities boards of the Lander

3.1 Key fields of work

a) School, education and training
b) Working life, vocational advancement of women
c) Reconcilability of family and career
d) Reintegration into gainful employment
e) Violence against women and girls
f) Foreign women
g) Women in science and research, women's research
h) Social security of women
i) Housing construction, urban, traffic and regional planning
j) Municipal policy for women
k) Work with girls
l) Legal parlance
m) Women's non-governmental organisations
n) Health
o) Lesbians and gays
p) Women in the arts, culture and sport
q) Women and old age
r) Handicapped women
s) Women and bodies
t) Women, media, public relations work and other measures

3.2 General and specific measures and programmes

(This list does not claim to be complete, as not all the equal opportunities boards of the Länder submitted contributions.)

a) School, education and training

- Continuing education for female day-care workers in the elementary education sector on the difference between the sexes

- Schools Act

- Analyses of schoolbooks

- Development of teaching materials designed to counteract traditional role stereotypes

- Establishment of equal rights-related contents and focuses in the general curricula for all years and types of schools

- Continuing education for teachers, including women-specific issues

- Compilation of tips for teachers on help concerning the subject of equal rights

- Studies on sex education

- Projects for the implementation of equal rights of female pupils and female teachers at school, as well as for the promotion of girls and women at schools
- Promotion of school research projects
- Investigation of the problems of "Coeducation"
- School trials/pilot trials relating to teaching the natural sciences to girls and boys
- Computer and informatics courses for women and girls
- Projects/research/pilot trials on career guidance for girls (and boys)
- Information events/brochures/mobile exhibitions on the career choice behaviour of girls and the motivation of girls to expand their career range
- Cooperation with adult education centres and organisers of political adult education, including continuing education measures for women only
- Promotion of family education institutions
- Promotion of non-institutional women's education projects
- Equal rights-related catalogue of criticism for the approval of schoolbooks (Baden-Württemberg)
- Brochure "Typical for boys? Typical for girls?" (Bavaria)
- Development of sex education curricula specifically on the subject of equal rights and violence (Bremen)
- Study of the influence of parents on the occupational behaviour of girls (Hamburg)
- Guide for companies on the vocational training of girls in industrial and technical occupations (Hamburg)
- Annotated bibliographies on topics of relevance to equal rights in the school sphere (Hesse)
- Guideline for dealing with gender roles in school (first stage of secondary education) and youth work (Lower Saxony)
- Video and accompanying booklet - a short film about choosing a career and a communication game for young people (Lower Saxony)
- Pilot project for "Expanding the social skills of girls and boys" at various schools (North Rhine-Westphalia)
- Pilot project "Girls and choosing an occupation" at various schools, in order to expand the range of occupations chosen by girls, as well as development of corresponding materials for vocational guidance education (North Rhine- Westphalia)

- Promotion of a guidance workshop for girls at the House of Tradeswomen, Cologne (North Rhine-Westphalia)
- Brochure: Act for the Protection of Minors at Work (Saarland)
- Commissioners for women's affairs at schools (Saxony)
- Professional conference on the subject of "Socialisation" (Saxony)
- Initiation of a Land pilot project "Education on women's policy for equal opportunities" (Saxony-Anhalt)
- Interministerial Working Group "Vocational training for girls" (Saxony-Anhalt)
- Project "Career-related work with girls in rural areas" (Schleswig-Holstein)
- Development of a modular system for part-time training as a geriatric nurse (Schleswig-Holstein)

b) Working life, vocational advancement of women

- Laws and bills concerning the vocational advancement of women and the reconciliation of family and career: acts on the vocational advancement of women, equal rights and equal opportunities acts, anti-discrimination acts
- Commissioners for women's affairs in all civil service offices with more than 10 female employees
- Regulations on the tasks, position and status of equal opportunities commissioners in the Länder administrations and interministerial working groups
- Elimination of discrimination against women in labour law and labour promotion law
- Promotion of employment projects for women
- Action programmes "Women and careers": binding regulations on the vocational advancement of women in all existing labour market, economic and structural programmes of the respective Länder, as well as various individual measures for the vocational advancement of women
- Länder initiatives "Equal employment opportunities": joint initiative of Länder governments, industry and commerce, and trade unions
- Regional centres for Women and career/Labour market, in order to improve the training and employment situation of women, stimulate the vocational advancement of women in companies and support the vocational reintegration of women
- "Pro-women business/company" competitions

- Development and expansion of continuing education programmes for women
- Qualification projects for women receiving social welfare benefits and unskilled female workers
- Brochures, assistance programmes (including loan programmes) for women setting up in business
- Information events and offers of advice for women setting up in business
- Promotion of part-time work, making working hours more flexible
- Administrative reforms
- Performance-related quota regulations for the appointment, promotion and assignment of high-level tasks, as well as for the allocation of training places, in the civil service
- Studies on the training and labour market situation of women
- Opening up of new possibilities for supplementary earnings for farmers' wives and possibilities for the gainful employment of rural women
- Expansion of women-specific offers of advice concerning setting up in business, particularly in rural areas
- Initiatives for the increased coupling of state-awarded contracts and subsidies to in-company measures for the vocational advancement of women
- Implementation of the concept of vocational advancement of women as an integral element of personnel and organisational development in administrative modernisation processes
- Promotion of employment for handicapped women
- Establishment of personnel controlling under the aspect of equal opportunities
- Poster series "Women's Work" (Baden-Württemberg)
- Advice centres for women setting up in business (Bavaria)
- Service agencies in the domestic sector (Bavaria)
- Coupling of public contract award and the vocational advancement of women (Brandenburg Directive on the Vocational Advancement of Women, dated 25.04.1996) (Brandenburg)
- Special conditions for the vocational advancement of women in the context of the "Joint task of the regional economic structure" (Brandenburg)
- Businesswomen's congress - Education, networking and advice offers for businesswomen (Brandenburg)

- Reporting on the application and effectiveness of the Directive on the Vocational Advancement of Women (Brandenburg)
- Information brochure on the practical handling of the Directive on the Vocational Advancement of Women (Brandenburg)
- Implementation of criteria for the wording of job advertisement tests, with the aim of improving the promotion of opportunities for women (Hamburg)
- Development of mobility concepts in the civil service from the point of view of increasing opportunities (Hamburg)
- Pilot project "State-registered family carer" for long-term unemployed women and women receiving social welfare benefits (Hamburg)
- Pilot project for the introduction of telework jobs (Hamburg)
- Events for the promotion of qualified telework (Hamburg)
- Series of events for companies and management consultancies on aspects of equal opportunities and personnel policy (Hamburg)
- Study "Part-time work for executives" (Hamburg)
- Pilot project "Sharing of an executive position in Wilhelmsburg District Office" (Hamburg)
- Consulting of companies on the promotion of unskilled and semi-skilled female workers (Hesse)
- Introduction of plans for the vocational advancement of women and recommendations on the structure, content and implementation of plans for women in the Land and municipal administration and in public and privatised companies (Hesse)
- Exhibition for new businesses and businesswomen (Lower Saxony)
- Land-wide "Women and careers" campaign weeks (Lower Saxony)
- Pilot project "Ammerland service agency" - a project in the field of domestic services (Lower Saxony)
- Act on the Promotion of the Vocational Opportunities for Women in the Civil Service (Act on the Vocational Advancement of Women) of 31.10.1989, with a performance-oriented target quota of 50% for appointment, promotion and the assignment of high-level tasks (North Rhine-Westphalia)
- Concept of the Land Government for the Vocational Advancement of Women (1993, amended), containing special measures for the vocational advancement of women and for the reconciliation of family and career (North Rhine-Westphalia)

- 5th Report on the Concept for the Vocational Advancement of Women, concerning the development of the proportion of women in the individual salary and wage groups (Land administration) (North Rhine-Westphalia)
- Action programme "Women and careers" (North Rhine-Westphalia)
- Land initiative "Equal career opportunities" (March 1995) (North Rhine-Westphalia)
- Start of a campaign in connection with the Land initiative "Equal career opportunities" (North Rhine-Westphalia)
- Regional working groups for improving the training and employment of women (in cooperation with the employment offices) (North Rhine-Westphalia)
- Programme "Development of new occupational fields for women in engineering and the skilled trades" (North Rhine-Westphalia)
- Currently 38 regional "Women and careers" offices at 43 locations (North Rhine-Westphalia)
- Promotion of the centre for "Women in careers and technology" in Castrop-Rauxel (North Rhine-Westphalia)
- Promotion of the Anneke Centre in Hattingen (North Rhine-Westphalia)
- Promotion of three "Service pool" pilot projects (North Rhine-Westphalia)
- Promotion of women setting up in business by means of guidelines for the granting of loans specifically for women (North Rhine-Westphalia)
- Study "Women setting up in business", guide for women setting up in business, aid for multipliers (North Rhine-Westphalia)
- Study "The challenge of the information society: Impact of new information and communication technologies on the employment situation of women (North Rhine-Westphalia)
- Event "Actively interactive - Women in the information society" (North Rhine-Westphalia)
- Study on women in executive positions (North Rhine-Westphalia)
- Promotion of the DASA service agency (Rhineland-Palatinate)
- Pilot project "Supervised primary school times" (Schleswig-Holstein)
- Coordination centre for all commissioners for equal rights and women's affairs in Schleswig-Holstein (Schleswig-Holstein)
- Setting up in part-time business in networks in structurally weak regions (Schleswig-Holstein)

- Qualification of women for voluntary management functions (Schleswig-Holstein)
- Experience report concerning the situation of women in the civil service in the Free State of Saxony (including municipal institutions of self-administration and legal entities under public law subject to the supervision of the Land of Saxony) (Saxony)
- Study "Vocational advancement of women in private enterprise" (Saxony)
- Ban on small-scale employment in the civil service (Saxony)
- Pilot projects "Integrative enterprises", particularly service agencies (Saxony)
- Introduction of commissioners for women's affairs in job-creation and rehabilitation companies (Saxony-Anhalt)

c) Reconcilability of family and career

- Efforts to create qualified part-time jobs by way of studies, pilot trials and events
- Continuing education projects
- Improvement of the all-day supervision of children, for children of all ages
- Promotion of child supervision near companies and of company kindergartens
- Projects for the expansion of day-care/day-care mothers
- Part-time work campaigns in the civil service
- Cross-border cooperation on the subject of the reconciliation of family and career
- Studies/congresses/brochures concerning the role behaviour of women and men in the family
- Models for flexible working hours
- Ban on disadvantaging part-time employees and persons on child-raising leave
- Part-time work in executive positions
- Pilot project to improve the reconciliation of family and career, flexible child supervision and short-time return to work during child-raising leave (Bavaria)
- Afternoon supervision at schools (Bavaria)
- Research and pilot project "Times of the City", by means of which women and their families are given better opportunities to utilise public and private services and thus to better reconcile the spheres of gainful employment and family work (Hamburg)

- Expansion of child supervision facilities (North Rhine-Westphalia)
- Reliable half-day school "School from eight to one" for primary and special schools (North Rhine-Westphalia)
- Promotion of day-care mother pilot projects for company-supported day-care (North Rhine-Westphalia)
- Promotion of a transfer project for company-supported day-care (North Rhine-Westphalia)
- Promotion of two advice centres for companies on matters relating to flexible working hours (North Rhine-Westphalia)
- Guide to company-supported child supervision (North Rhine-Westphalia)
- Series of events on the subject of "The debate on working hours - New opportunities for pro-family working hours models" (North Rhine-Westphalia)
- Guides to "Equal opportunities for women in small and medium-sized businesses" and "Pro-family working hours" (North Rhine-Westphalia)
- Study of mothers "How they live, what they want - The situation of mothers in the Saarland" (Saarland)
- Campaign: Part-time work for men in executive positions (Schleswig-Holstein)

d) Reintegration into gainful employment

- Counselling services/counselling centres for the reintegration of women into working life (counselling, qualification, employment)
- Regional centres/walk-in centres/counselling centres for the reintegration of women into gainful employment
- Inter-company network models and coordination centres for the qualification of women taking child-raising leave and women returning to work
- Orientation and continuing education courses for reintegration into working life
- Pilot project for unemployed women "Practice-oriented qualification of women for the junior and middle management levels with responsibility for personnel" (several Länder in collaboration with the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)
- Guideline on the awarding of a once-only grant for the creation of additional jobs (several Länder)
- Reintegration programmes of the Federal Länder (qualification courses, cost-of-living subsidies, child supervision)

- Retraining measures, continuing education courses for women in the skilled trades

- Research group "Exploiting family-related skills/Possibilities for using them in working life" (Bavaria)
- Research project "Measuring family-related skills in company practice" (Bavaria)

- Guideline "Work not welfare" for permanent integration into the labour market (Brandenburg)

- Guideline for the promotion of single mothers and hard-to-place women taking up work on permanent contracts (Brandenburg)

- Pilot project "Training as a state-registered family carer" (Hamburg) / Pilot projects for the low-level entry into employment of single mothers receiving social welfare benefits (Hamburg)

- Mobile counselling centre "Linie F.", providing assistance for rural women in returning to work (North Rhine-Westphalia)

- Study on the qualification of women returning to work during child-raising leave, and compilation of a guide to child-raising leave and a handbook for human resources professionals (North Rhine-Westphalia)

- Pilot project "Qualification of family women as day-care workers on the basis of qualifications in family work" (Rhineland-Palatinate)

e) *Violence against women and girls*

- Staff regulations on the prohibition of sexual harassment at the workplace, as well as studies, campaigns, etc. on this subject

- Public campaigns/conferences/publications on the subject of violence against women, some of which also integrate men

- Emergency numbers, distress groups for women and girls

- Women's shelters

- Girls' shelters, refuges, walk-in and counselling centres, emergency accommodation for girls

- Counselling centres for rape victims and women and girls affected by violence

- Professional conferences, studies, publications on the subject of sexual abuse

- Working groups, commissions and interministerial working groups at the Länder level dealing with the subject of violence against women and children and sexual abuse, partly for training police officers

- Establishment of special police units for the prosecution of criminal offences against sexual self-determination, rape and sexual coercion
- Brochure "Assignment of accommodation in case of abuse" as a guide for affected persons
- Support of the networking of occupational groups and groups of persons confronted with sexual violence (Baden-Württemberg)
- Pilot project "Nuremberg crisis management centre" (Bavaria)
- Research project "Sexual abuse in rural regions" (Bavaria)
- Improvement of the local supply of accommodation and occupational reintegration measures for women from women's shelters (Hesse)
- Coordination of counselling and therapy services for violent men (Hesse)
- Participation in interdisciplinary violence prevention councils, focusing on violence by known men, violence in the public sphere and violence against minorities (Hesse)
- Implementation and updating of a comprehensive concept of the Land Government on violence against girls and women (North Rhine-Westphalia)
- Report on the results of measures and initiatives of the Land Government concerning assistance for women affected by violence and children affected by sexual abuse (North Rhine-Westphalia)
- Promotion of 63 women's shelters (primary coverage throughout the Land) (North Rhine-Westphalia)
- Promotion of 49 counselling centres for women (North Rhine-Westphalia)
- Promotion of 3 refuges for sexually abused girls, 2 child protection outpatient clinics, 4 counselling centres for girls (North Rhine-Westphalia)
- Scientific evaluation of 2 refuges for sexually abused girls (North Rhine-Westphalia)
- Promotion of continuing education and information events on the topics of "Violence against women and sexual abuse of children" and "Sex education and prevention" (North Rhine-Westphalia)
- Promotion of a pilot project for elaborating transferable models for networking the help offered by authorities, institutions and initiatives in the field of violence against women and the sexual abuse of children (North Rhine-Westphalia)
- Establishment of special units for prosecuting criminal offences against sexual self-determination at all 19 departments of public prosecution (North Rhine-Westphalia)

- Establishment of special "Violence against children" units at the departments of public prosecution in Dortmund and Düsseldorf (North Rhine-Westphalia)
- Programme for the promotion of women's initiatives active in the field of sexualised violence against women and girls (North Rhine-Westphalia)
- Financing of a pilot seminar on the subject of "Sexual harassment at the work-place", as well as documentation and analysis of this seminar in the form of a brochure (North Rhine-Westphalia)
- Literature analysis "When does a man become a perpetrator?", for professionals dealing with the problem of sexual violence (North Rhine-Westphalia)
- Circular order of the Land Government, in order to ensure sensitive treatment of victims of violent sex offences by police officers (North Rhine-Westphalia)
- Intervention project for victims of sexual violence (Saxony-Anhalt)
- Prevention project against violence against women in close personal relationships (Kiel Intervention Concept) (Schleswig-Holstein)
- Trial-accompanying programmes for children who have to give evidence as witnesses in court cases dealing with sexual abuse (Schleswig-Holstein)
- Promotion of 16 women's shelters (Schleswig-Holstein)
- Promotion of 24 counselling centres for women (Schleswig-Holstein)

f) Foreign women

- Counselling centres for foreign women
- Studies on the situation of foreign women
- Information brochures on the Aliens Act in various languages, specifically for women
- Combating of trafficking in women and forced prostitution (counselling centres, working groups, public relations work)
- Women's information centres, walk-in and counselling centres for women from the Third World and Eastern Europe who are in distress due to arranged marriages, forced prostitution, etc.
- Accommodation concept for women affected by trafficking in human beings
- Establishment and expansion of decentralised accommodation networks for the victims of trafficking in human beings
- Promotion of the establishment of regional/municipal round tables and working groups for combating trafficking in human beings

- Activities relating to the recognition of gender-specific persecution in asylum law
- Establishment of female refugee homes for traumatised women
- Alpine-Adriatic Working Group: exchange of experience, networking, international campaigns with countries of the Alpine-Adriatic region (Bavaria)
- Qualification projects for female immigrants and female refugees (Hamburg)
- Change in regular training to promote the increased participation of non-German women in vocational education (Hamburg)
- Establishment of a round table at the Land level on the subject of "International trafficking in human beings involving foreign women and girls in NRW" (North Rhine-Westphalia)
- Promotion of 7 specialised women's counselling centres against trafficking in human beings in North Rhine-Westphalia (North Rhine-Westphalia)
- Circular orders concerning the protection against deportation of women affected by trafficking in human beings, their support, the financing of their return journey and the coordination of cooperation between the authorities (North Rhine-Westphalia)
- Two-language guide for foreign women with German partners (North Rhine-Westphalia)
- Pilot project "Structural improvements in the fields of prosecution of trafficking in human beings and the protection of victims" (Rhineland-Palatinate)

g) *Women in science and research, women's research*

- Promotion of women in institutions of higher education and research
- Studies, conferences, etc. dealing with the promotion of women and women's research
- Discussion groups, networks and measures for women's research and the institutionalisation of women's research
- Support and organisation of events for women's research projects
- Commissioners for women's affairs at institutions of higher education
- Scholarship and job programmes for the promotion of female scientists
- Promotion of highly qualified female scientists
- Introduction of plans for the promotion of women at institutions of higher education

- Reintegration grants for female scientists
- Land programme for women's research (Baden-Württemberg)
- Habilitation promotion programme for women (Bavaria)
- Development of a concept for plans for the promotion of women for female scientists at the institutions of higher education (Hamburg)
- Integration of women's topics in the study courses and examination regulations of the institutions of higher education (Hesse)
- New approaches in human resources development through the establishment of female mentor networks (Hesse)
- Development of a concept for a women's university in the context of EXPO 2000 - "100 days for 100 years" (Lower Saxony)
- "Principles for the promotion of women at institutions of higher education", particularly in order to counteract discrimination against women in appointment and recruitment (North Rhine-Westphalia)
- Women's research network (38 C4 and C3 professorships) (North Rhine-Westphalia)
- Marie-Jahoda guest professorship for international women's research (North Rhine-Westphalia)
- "Lise-Meitner Grants Programme": Habilitation grants for highly qualified female scientists (North Rhine-Westphalia)
- Guest professorship for international women's research (North Rhine-Westphalia)
- Habilitation places for women (Rhineland-Palatinate)
- Award of a scholarship for women's research at universities (Rhineland-Palatinate)
- Award of a Gender Prize with the aim of democratising the ratio of the sexes at universities (Rhineland-Palatinate)

h) Social security of women

- Activities concerning the old-age security of women
- Activities concerning small-scale employment/compulsory social insurance
- Pilot projects, counselling centres for the support of single mothers
- Research projects, conferences on the subject of single parents

- Help for mentally ill women
- Bills concerning the elimination of discrimination against women due to breaks in their employment biography as a result of supervising, raising or caring for children
- Transitional regulations on the financial support of financially needy women in undertaking a constitutionally permissible pregnancy termination
- Projects (mobile counselling centres, networks, public relations work) for handicapped women
- Project for homeless women (low-threshold offer of help - women's cafe and counselling)
- Projects (e.g. contact and counselling centres) for prostitutes
- Promotion of centres for mothers
- Development of assistance for the homeless, documentation, studies, hearings
- "Holiday leisure clubs for single parents" (Brandenburg)
- Promotion of pilot 2 projects to support prostitutes wanting to opt out (North Rhine-Westphalia)
- Promotion of projects "Education work with imprisoned women" (North Rhine-Westphalia)
- Study "Ways out of homelessness" (North Rhine-Westphalia)

i) Housing construction, urban, traffic and regional planning

- Consideration of women's interests in the Länder laws on public local transport
- Publication and promotion of women's maps, handbooks, etc. for women
- Projects for women-oriented development of city districts
- Activities concerned with considering specific women's issues at various municipal and Land levels
- Activities for rural women, e.g. new career options for farmers' wives, child supervision, women-related aspects of regional planning
- New regulations concerning ordinances on car parks (women's parking spaces)
- Regulations concerning the priority consideration of, inter alia, single parents and women from women's shelters when allocating subsidised housing
- Women's concerns in Agenda 21

- Equal rights concerns in the Regional Development Concept
- Promotion of a girl-oriented open area as a playground and sports area for girls (Hamburg)
- Mobility and security for women (study and conference) (Hamburg)
- Supervision and support of women-oriented accommodation projects and women-oriented planning of housing and housing environments (Hamburg, Hesse)
- Land development plan 2000 (Hesse)
- Brochure "Zoning from a female point of view" (Lower Saxony)
- Brochure "Setting the points - Women change public local transport" (Lower Saxony)
- Brochure "Building and living from a female point of view" (Lower Saxony)
- Travelling exhibition on mobility, housing construction, urban, traffic and housing development planning from a female point of view (Lower Saxony)
- Promotion of the pilot project "Women-oriented city district planning in Hagen-Vorhalle" (North Rhine-Westphalia)
- Handbook "Anxiety-free urban areas - Planning guide for greater security in the public sphere" (North Rhine-Westphalia)
- Amended version of the Directive on Car Parks (GarVO) of 02.11.1990 (generally accessible, enclosed large-scale car parks must have a sufficient number of parking spaces reserved for women (Art. 9 GarVO)) (North Rhine-Westphalia)
- Promotion of the project "Women plan and build" in Bergkamen (North Rhine-Westphalia)
- Administrative regulations to the 1990 Controlled Tenancies Act (VWoBindG 1990) concerning the priority consideration of, inter alia, single parents and women from women's shelters when allocating subsidised housing (North Rhine-Westphalia)
- Traffic concept for women (North Rhine-Westphalia)
- Women-specific, cross-generation housing project in converted buildings on for mer grounds of the US military, *handbook to be published in early 1998* (Rhineland-Palatinate)
- Approaches for changes in planning (1996)/Strategies for changes in planning (1997) - Two professional conferences on the integration of women's concerns at all levels of planning, particularly regional planning and zoning, including documentation (Rhineland-Palatinate)

- Ada Lovelace Project for initiating a network "Female mentors for courses of study in engineering and the natural sciences" (Rhineland-Palatinate)
- Conference "Ecological urban renewal from a female angle" (Schleswig-Holstein)
- "Zoning from a female point of view", brochures, seminars (Schleswig-Holstein)

j) Municipal policy for women

- Statutory regulations concerning the appointment of municipal commissioners for women's affairs and their rights of participation
- Support of the work of municipal commissioners for women's affairs by issuing handbooks and other publications, continuing education measures, joint events and campaign weeks, networking offers
- Development of continuing education concepts for equal rights commissioners
- Cooperation with equal rights offices at the municipal level and statutory regulations concerning the establishment of municipal equal rights offices, other studies and reviews
- The 1994 Act Amending the Constitution of Local Government Law prescribes that all towns and municipalities with a population of more than 10,000 and all administrative districts must appoint full-time equal rights commissioners
- Study of framework conditions, key fields of work and competencies of municipal equal rights commissioners
- Coordination office for all equal rights commissioners and commissioners for women's affairs (Schleswig-Holstein)

k) Work with girls

- Projects for girls in non-school youth and youth welfare work
- Events, campaigns, brochures, etc. for girls
- Activities for establishing work with girls in the implementing acts of the Länder to the Child and Youth Welfare Act (KJHG)
- Continuing education offers on non-school work with girls for female employees in projects involving work with girls and women, female employees in child and youth assistance facilities working with girls (Brandenburg)
- Promotion of sex education working groups (Lower Saxony)
- Brochure on girl-oriented planning of municipal youth assistance (Lower Saxony)

- Pilot project with documentation on the integration of girls and young women into gainful employment (Lower Saxony)
- Study on right-wing extremism among girls and young women (North Rhine-Westphalia)
- Promotion of the pilot project for "Stabilisation of a democratic life culture in the field of work with girls" (North Rhine-Westphalia)
- Initiative programme for schools "Self-assertion courses for girls" (North Rhine-Westphalia)
- Participation project "Girls have their say. A participation project for rural girls." (Rhineland-Palatinate)
- Conference "Girls have their say. Theory and practice of girls participation", *documentation to be published in early 1998* (Rhineland-Palatinate)

l) Legal parlance

- Initiatives and statements in connection with specific and acts drafts
- Länder acts or resolutions concerning the promotion of the equality of women in legal and administrative parlance
- Directives, decrees or administrative regulations on non-sexist official and legal parlance
- Circular order of the Land Government on the equality of women and men in legal and official parlance (since 1993) (North Rhine-Westphalia)
- Brochure "More women in our language", fundamental questions on non-sexist formulation (Schleswig-Holstein)

m) Women's non-governmental organisations

- Cooperation with, and promotion of, women's organisations, groups, initiatives and associations, including the promotion of projects
- Promotion of women's networks, women's initiatives, national federations and Länder working groups
- Promotion of women's centres

n) Health

- Preventive and medical care measures

- Pilot project on AIDS prevention among prostitutes in the Bavarian-Czech border region (Bavaria)
- Expert report/recommendations for women-oriented psychiatry (Hamburg)
- Projects for women-specific work with addicts (Rhineland-Palatinate)
- Contraception campaign (Saarland)

o) Lesbians and gays

- Measures for education and emancipation work, brochures, leaflets
- Support of gay-lesbian structures through the promotion of groups, associations, Land associations and projects relating to counselling, information, networking, public relations work (Brandenburg)
- Draft laws on the equality of homosexual partnerships (Hamburg, Lower Saxony)
- Expansion of the anti discrimination clauses in the Hamburg Civil Servants Act and the Hamburg Staff Representation Act in favour of lesbians and gays (Hamburg)

p) Women in the arts, culture and sport

- Promotion of female artists, art and cultural projects by and for women
- Promotion of sport projects for women and girls
- Professional conference and pilot study on "Violence against women and girls in sport"
- Campaign days "Popular sport for girls and women"
- Exhibitions - e.g. "Setting-out - Women's pictures from North Rhine-Westphalia", photography exhibitions "Female contemporaries" (North Rhine-Westphalia)
- North Rhine-Westphalian office for women's culture (North Rhine-Westphalia)
- North Rhine-Westphalian prize for female artists (North Rhine-Westphalia)
- Implementation of conferences on women's culture (Rhineland-Palatinate)

q) Women and old age

- Measures for research into the situation of older women
- Study "Women and old age in Lower Saxony (Lower Saxony)

- Promotion of the pilot project of the "Between Work and Retirement" society (ZWAR) for testing new life contents and future prospects for women over 60 (North Rhine-Westphalia)

- Development of a continuing education concept and promotion of special continuing education events for women in geriatric work in order to establish self-help groups (North Rhine-Westphalia)

r) Handicapped women

- Measures for research into the situation of handicapped women

- Promotion of a network for handicapped women and girls, including a network office (North Rhine-Westphalia)

- Projects for self-assertion/self-defence for handicapped girls and women (North Rhine-Westphalia)

- Promotion of pilot projects for handicapped women and girls, such as "Communication strategies for handicapped women" (North Rhine-Westphalia)

- Events and workshops for handicapped women and girls (North Rhine-Westphalia)

- Reports and expertises, e.g. on the situation of single parents with handicapped children, guide for affected parents (North Rhine-Westphalia)

- Preliminary study "Telework for handicapped women" (North Rhine-Westphalia)

- Promotion of a pilot project involving a coordination and networking office for handicapped women and girls in Schleswig-Holstein (Schleswig-Holstein)

- Study of the situation of handicapped women and girls in Schleswig-Holstein (Schleswig-Holstein)

s) Women and bodies

- Quota regulations for the composition of Länder broadcasting bodies

- Women in bodies - Bodies Report (Brandenburg)

- Act on the Vocational Advancement of Women, also applies to the Westdeutscher Rundfunk (WDR) broadcasting corporation (North Rhine-Westphalia)

- Amendment of the Land Broadcasting Act and the WDR Act: Quota regulations for the Broadcasting Council, Land Broadcasting Commission and broadcasting groups for local radio (North Rhine-Westphalia)

t) Women, media, public relations work and other measures

- Studies on sexism and violence on television
- Women's handbooks
- Activities on women's policy at a European level
- Promotion of women's projects in the context of development cooperation
- Notes on integrating differentiation between the sexes in planning youth assistance (Baden-Württemberg)
- Commissioning of a study on the representation of women in the media (Baden-Württemberg)
- Invitation of tenders for a project "Nothing works without us! - Women in voluntary commitments" (Baden-Württemberg)
- Strategy seminar for female municipal councillors (Baden-Württemberg)
- Analyses of municipal elections with regard to women's policy (Baden-Württemberg)
- Land exhibition "History of women in Bavaria" in Ingolstadt (Bavaria)
- Brandenburg Women's Week (annual) (Brandenburg)
- "Brandenburgerin" prize for women's policy (Brandenburg)
- Statistical surveys: data and analyses of the living situation of women in the Lanc of Brandenburg (Brandenburg)
- Congress "Women in the united Europe" (Bremen)
- Expert report "Genetic technology and reproduction medicine" - Social consequences for women in Hamburg" (Hamburg)
- Studies on "Sexism and violence on television" and the "Image of women and women's topics on local radio in the Land" (North Rhine-Westphalia)
- Media suitcase for women, containing examples of the presentation of women, and media (North Rhine-Westphalia)
- Sponsorship awards for journalistic contributions by and about women (North Rhine-Westphalia)
- "Aequitas" equal opportunities prize (Schleswig-Holstein)
- Expert report on the voluntary work of women and men (Schleswig-Holstein)

4. Publications

4.1 Series of publications issued by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth

Volume No.:

8 Environment and extent of trafficking in human beings involving foreign girls and women (series of publications issued by the former Federal Ministry for Family Affairs and Youth)

48.1 Research as an accompaniment to counselling - Evaluation of procedures in marriage, family and life counselling and their specific effects

48.2 Review of institutional marriage, family and life counselling

49 The situation of women over the age of 60 with a husband in need of long-term care

101 Women fending for themselves - The circumstances of single women

102 Elimination of violence as a solution to conflicts within relationships

103 Integral counselling of women as an aid to occupational reintegration - Counselling services and institutions for women returning to work

107 Sexual interference in psychotherapy and psychiatry

108 Coping with stress and feeling well in the family

112 Women's associations and women's organisations in the Federal Republic of Germany

117.1 Equal rights of women and men - Reality and attitudes in the population 1992

117.2 Equal rights of women and men - Reality and attitudes in the population 1994

117.3 Equal rights of women and men - Reality and attitudes in the population 1996

119 Initiating, advising and networking centres for mothers ("parental centres") in the new Federal Länder

121 Focus on time

124 Single women without housing

126 Efficacy of, need for and utilisation of medical and social care institutions for women and mothers with children

128.1 Lifestyle options in young marriages and the desire to have children (combined study/ final report)

128.2 Lifestyle options in young marriages and the desire to have children (summary)

129.1 Reconciliation of family and career - Contributions to institutional family education

129.2 Looking for clues ... Project evaluation on the reconciliation of family and career - Contributions to institutional family education

131 Female offenders and the concept of "continuous social assistance"

138 Practice-oriented continuing education between safeguarding jobs and maintaining qualifications

139 Pilot project by the "Wildwasser" organisation for a counselling centre and refuge for sexually abused girls

140 Sexual abuse of children and youths - Intervention and prevention

141 Sexual harassment at the workplace

143 Documentation of the legal and social circumstances of prostitutes in the Federal Republic of Germany

144 Help for single mothers in problem situations

146 Walk-in and counselling centre for female rape victims, Freiburg

152 Counselling offers on the reconciliation of family and career in small and medium-sized companies

153 Violence against women: causes and intervention options

162 Familiarisation in companies as a tool for occupational reintegration of women

198 Women's shelters in rural regions (series of publications of the former Federal Ministry for Youth, Family Affairs, Women and Health)

4.2 Material issued by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth on the subject of equal rights policy

(Series of publications concerning smaller studies, survey results, interim reports on research projects, documentation of events, Federal Government reports,etc.)

Volume No.:

45/1995 Information of the Federal Government to the UN Special Rapporteur on "Violence against women"

47/1995 Power and Humanity / Forum of the Helga Stödter Foundation at TOP '93 in Düsseldorf on 1 July 1993

48/1995 Sexual violence against women in the public and private sphere

50/1995 Return to gainful employment/Results of the ongoing pilot programme on occupational reintegration of women, with comparative studies of the old and new Federal Länder

52/1995 Continuing education for police officers in the field of violence against women

53/1995	Impact of the liberalisation of shopping times on women
54/1995	New ways of creating jobs - Community orientation develops potentials
56/1996	Promotion of women through continuing education. Experience with the pilot project "Practice-oriented qualification of women for executive positions in the new Federal Länder"
57/1996	Final report on the pilot project "Qualification of day-care mothers in the new Federal Länder"
59/1997	Report of the Special Rapporteur on the subject of violence against women - Causes and results
60/1997	Vocational education, employment and career opportunities of women in geriatric nursing in the Federal Republic of Germany
61/1997	Mobile time counselling - Qualified part-time work for women and men
62/1997	Documentation of the professional congress "Violence against women in marriages and partnerships - Problems and options for action for the police and judicial authorities"
63/1997	3rd Report of the UN Special Rapporteur on "Violence against women" - Key topic: trafficking in women
64/1997	Pilot project "Women for voluntary political offices" - Brief description/ seminar plans
65/1997	Final report of the groups of experts of the Council of Europe on combating violence against women, including plan of action
66/1997	Evaluation of women's projects sponsored by the associations of rural women in the new Federal Länder

4.3 Other publications issued by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth on matters of equal rights policy

(Brochures, leaflets, media packages, posters, exhibitions, etc.)

- The Federal Equal Rights Act
- Concerted action "Equal rights for the 90s". Documentation of the 4th and 6th nationwide Equal Rights Conferences
- Accompanying materials for teaching: booklet for schools (first stage of secondary education) "Women and men have equal rights"
- Teaching brochure for primary school teachers "Girls and boys - equal rights, not equally made", as well as associated working materials for pupils of both sexes

- Leaflet "75 years of women's suffrage"
- Living together without a marriage certificate
- Women's pensions. Questions and answers
- Documentation of the National Preparatory Conference for the 4th World Conference on Women
- Report by the Government of the Federal Republic of Germany for the 4th World Conference on Women
- Reports of the 12 working groups of the German National Preparatory Committee for the 4th World Conference on Women 1995
- Results of the 4th World Conference on Women
- Documentation of the Declaration and Platform for Action of the 4th World Conference on Women 1995
- Documentation of the National Follow-Up Conference to the 4th World Conference on Women
- National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women
- (Not) A pardonable offence? Sexual harassment in working life
- Materials for the campaign "Violence against women"
  - Action handbook of the campaign "Violence against women"
  - Violence against women has many faces (brochure for women)
  - Violence against women destroys men too (brochure for men)
  - Media package for schools
  - Illustrated charts
- Training course concept for police officers on the subject of "Male violence against women"
- Directory of women's shelters
- Violence in marriages and partnerships
- Genital mutilation of girls and women
- Youth protection in keywords
- Media package for continuing education on the subject of "Sexual abuse of children"
- Maternity Protection Act
- Child-raising allowance, child-raising leave
- Handbook on child-raising leave
- Child supervision in day-care/handbook for day-care mothers
- Children in daytime centres and day-care. Information for parents

- Child supervision is worth while! Tax tips for companies
- Child Benefit
- Raising children alone - Tips and information
- You can count on us - but don't hold your breath!
- State assistance for families: when - where - how
- Advance maintenance payments/Information
- The family as reflected in official statistics
- Handbook on local and regional family policy
- 5th Federal Government Report on Family Affairs: Families and Family Policy in the United Germany - The Future of Human Capital, Bonn 1994
- Pro-children and pro-family commune (competition documentation)
- Parents stay parents
- Parents become active
- Studying with a child
- Information brochures of the German Association for Youth and Marriage Counselling (DAJEB): Vol. 1 - Old Federal Länder, Vol. 2 - New Federal Länder
- Reconcilability of family and vocational training
- Guidelines for the vocational advancement of women in companies
- Back to work
- Leaflet "Information exchanges for women"
- Practical report on an alternative form of economic promotion
- Pro-family measures in companies (aids)
- Exhibition: Girls in picturebooks
- Exhibition: Fairy-tales and drudgery
- Exhibition: Go your own way

5. Publications issued by other Federal Ministries and agencies on equal rights topics

Press and Information Office of the Federal Government:

- Policies for women
- Information for families
- Women in Europe
- Art. 218 (concerning abortion law)

Federal Ministry of the Interior:

- Part-time employment in the civil service. A guide for civil servants in the Federal Government. (1997 reprint)
- Study by the Deutscher Kulturrat e.V. "Representation of women in cultural associations and organisations" (commissioned and financed by the Federal Ministry of the Interior)

Federal Ministry of Justice:

- Matrimonial and family law
- International private law - the new regulations at a glance
- Living together without a marriage certificate
- The new Law of Parent and Child

Federal Ministry of Labour and Social Affairs:

- Mobile time folder - Decision-making aids for employers
  (in collaboration with the Federal Institute for Employment and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)
- The household as a workplace

- Brochure: "The new Working Hours Act"

Federal Institute for Employment:

- Impact of information technology on the gainful employment of women - particularly in office occupations
- Gainful employment of women - Literature and research projects, literature documentation on labour market and occupational research
- Employment projects for rural women in Eastern Germany (Institute for Labour Market and Occupational Research of the Federal Institute for Employment)
- Information for the counselling and placement services of the Federal Institute for Employment (IBV); regular special booklets on the subject of women

Federal Ministry of Economics:

- Women are starting something - Tips for women setting up in business

Federal Ministry of Health:

- Brochure: "Woman power: About sexuality, contraception, AIDS"
- Brochure: "Strong girls. AIDS education" (new edition)
- Women and AIDS. Final report of the scientific supervision of the national pilot programme
- Brochure: "Pregnancy"
- Calendar "Day by day - Living more consciously"
- Brochure: "Alcohol and pregnancy" by the Deutsche Hauptstelle gegen die Suchtgefahren (German Central Agency for Drug Prevention - DHS)
- Three-part series of brochures:
  Why do women smoke?
  Co-dependence and addiction to relationships
  Coping with addiction as a disease

Federal Ministry of Transport:

- Mobility of rural women and young people

Federal Ministry of Education, Science, Research and Technology:

"Studies on Education and Science" series

- Women in technical occupations. Documentation of a professional conference
- Youths, computers and education. Results of an empirical study
- Child supervision and continuing education. Analysis of existing approaches and recommendations for action
- Vocational advancement of women in small and medium-sized companies. Results of a survey of companies and an analysis of existing measures
- Qualification options for women in executive positions. Review and recommendations
- Implementation of EC education programmes. Experiences, problems, recommendations for improvements

"Education and Science Today" series

- Girls heading for their "Abitur" school-leaving examination. Interim report
- All-day school. Supply, demand, recommendations
- Environmental advice for the household. Documentation of a professional conference
- Vocational advancement of women in the higher education sector. A balance of measures and initiatives
- Correspondence bridge courses in the new Länder. A study concept for the acquisition of a Fachhochschule degree
- Practical semesters at Fachhochschulen. Legal and organisational review
- Students at institutions of higher education. Annotated figures on institutions of higher education, students and new students

- Study situation and student orientations. Fourth survey
- Reporting system for continuing education, 1991. Results of surveys on participation in continuing education in the old and new Federal Länder
- Students with children. Reply of the Federal Government to a major interpellation
- Programme for the renewal of higher education and research in the new Länder. Information on promotion measures and application procedures
- Occupational integration and continuing education of female engineers from the new Länder. Results of a survey
- Access to education. Pupils and teachers in school education, vocational training, higher education and continuing education
- Students at institutions of higher education, 1975-1992. Annotated figures on institutions of higher education, students and new students
- Continuing vocational education of women in Germany. Special analysis of the reporting system for continuing education, 1991

__Other publications:__

- Continuing education in information technology for women in the new Federal Länder. A project for female multipliers
- Female managerial assistants in the skilled trades. Results of the scientific study on the pilot trial of Hamburg Chamber of Skilled Trades
- Education opportunities and employment prospects for women in the new Federal Länder. Documentation of a colloquium
- Modules for Vocational Qualification. Course concepts for women in the new Federal Länder
- Qualification of women in the new Federal Länder. Results of an accompanying scientific study
- Women have a lot to offer. Guide for the vocational advancement of women in small and medium-sized companies
- Women trained in commercial and technical occupations
- Barriers to promotion of women in the university sector
- Girls and computers. Results and models in computer courses
- Women at institutions of higher education. Statistical data on career opportunities
- Significant female natural scientists (poster and accompanying brochure)
- Publication on the professional conference "Women shape the structural change"

- Research into the reconcilability of vocational training and early motherhood
- Analysis of the career situation and prospects of women in the building trade
- Equal opportunities for women in vocational training
- "The school has its hand in, too"
- Guide "Women and the economy: Together for more success"
- Study on the child supervision situation at institutions of higher education
- Publication on the professional conference "Improvement of the opportunities of women with legal training in the higher education sector"
- Continuing education concepts for women setting up in business
- Vocational Education Report
- Federal Research Report
- Dialogue for engineers: focus on women
- Education channels for women - from the "Abitur" to starting work
- Master craftswomen in the skilled trades - Obstacles, successes, case examples
- Group for Concerted Action in Further Education (KAW) "Continuing education of women, 1989 - 1995"
- Safeguarding the quality of continuing education (colloquium, 15./16.4.1991, Potsdam)
- CD-ROM "Women shape the structural change"
- Continuing education of women in technically-oriented occupations (workshop discussion, 20. to 21.10.1994, Mainz)
- Intervention wanted - Continuing political education of women (workshop discussion, 10. to 12.10.1994, Bonn)
- Women provide new impulses in technology (leaflet, calendar of events)
- Quality assurance and equality of opportunities in the vocational training and continuing education of women

Federal Ministry of Food, Agriculture and Forestry:

- Circumstances and employment of farmers' wives (series of publications by the Federal Ministry of Agriculture)
- Use of resources by rural households for the cost of living (series of publications by the Federal Ministry of Agriculture)

- Employment situation of women in the rural regions of the new Federal Länder (in: Reports on Agriculture, Vol. 72/2)
- Social security in agriculture
- Alternative sources of income for rural women
- Women in the country - Active, successful, future-oriented

Federal Ministry for Economic Cooperation and Development:

- Possibilities for integrating women in measures for the resource-conserving use of timber
- An international comparison of measures for the promotion of women

Other agencies:

- Equal opportunities in companies - A change of paradigm in human resources policy (Ed.: Total-E-Quality Germany)
- Limited gainful employment of women and men. Facts - hopes - chances of implementation. (edition sigma)
- Men in part-time work and househusbands. Reasons for the consequences of the limited gainful employment of men. (edition sigma)
- Who is who. Initiatives and femae experts on "Women and the environment" (FrauenUmweltNetz (Ed.)/Ulrike Röhr, Heide Ritsert, Frankfurt am Main 1997)